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LETTER FROM THE DIRECTOR OF ATHLETICS

Dear Red Devils,

I am thrilled to welcome you on behalf of the College. The Dickinson athletic department is honored to have you be a Red Devil. Our goal is for you to grow during four years of competitive excellence in athletic competition, and during dynamic experiences in the classroom and community. Our administration, coaches, and staff are proud to support you, as you represent Dickinson and begin lifelong relationships with your teammates and colleagues on campus.

This Student-Athlete Handbook is designed to provide you with a quick overview of academic and athletic policies, rules and procedures. It is not however, intended to be your only guide to navigating Dickinson College. Please make yourself familiar with the information contained in this handbook and do not hesitate to ask questions.

Participation in intercollegiate athletics is a privilege and we expect you to treat it as such. It is a unique opportunity to develop your athletic skills and to grow as a person as you represent this outstanding institution. It is our expectation that you will take responsibility for your own behavior and commit to the integrity and self-discipline needed for you to succeed as a student and an athlete.

Our twenty-five men’s and women’s intercollegiate athletic programs operate under the guidelines of NCAA Division III and the Centennial Conference. I feel we have an extraordinary group of coaches, administrators and support staff to provide you an excellent student-athlete experience. We are here to serve you and if I can be of any assistance to you personally, please do not hesitate to contact me. Please accept my best wishes for success this year, both in athletics and academics.

Sincerely,

Joel Quattrone
Interim Director of Athletics
**DICKINSON COLLEGE MISSION STATEMENT**

Dickinson College was created explicitly for high purposes, to prepare young people by means of a useful education in the liberal arts and sciences, for engaged lives of citizenship and leadership in the service of society. Founded by Dr. Benjamin Rush, a signer of the Declaration of Independence, the College was chartered in 1783, just days after the conclusion of the American Revolution with the specific purpose of preparing the citizens and leaders who would ensure the success of the new democracy. It was to offer a distinctively original form of American education - one that was rigorously rooted in the traditional liberal arts and was, at the same time, innovative, forward-looking and ultimately useful. It was a revolutionary education designed for a revolutionary age.

As we face the challenges and complexities of the 21st century, Dickinson continues to seek direction from this revolutionary heritage within a contemporary context. A Dickinson education prepares its graduates to become the citizen leaders of their generation by incorporating a global vision that permeates the entire student experience, creating a community of inquiry that allows students to cross disciplinary boundaries and make new intellectual connections, and encouraging students to be enterprising and active by engaging their communities, the nation and the world.

Dickinson offers a liberal arts education that is distinctive in purpose and approach. Our founders intended Dickinson graduates to use their liberal arts education as a powerful agent of change to advance the lot of humankind. We expect no less today.

**ATHLETIC DEPARTMENT MISSION STATEMENT**

A Dickinson College education prepares its graduates to become engaged citizen leaders of their generation by means of a useful education and by incorporating a global vision of the traditional liberal arts that permeates the entire student educational experience.

The Athletic program is an integral part of the educational experience offered by the College. In offering a plethora of athletic opportunities for young men and women, the staff and coaches pursue a commitment to excellence and endeavor to maintain the highest standards of athletic achievement. In addition, the Athletic Department serves the interests of the college by complementing and enhancing its diversity and quality of life.
ATHLETIC DEPARTMENT VISION STATEMENT
Dickinson College strongly endorses a comprehensive athletic program that encourages its participants to become student-athletes in the most complete sense of the phrase. As well as striving for a nationally recognized program, we want the overall experience of each student-athlete to be the defining element of his/her non-academic life at Dickinson.

We hope that our student-athletes will experience success, not only in terms of wins and losses, but also in the quality and depth of their relationships with their peers and coaches. We see our athletic programs, coaches and student-athletes caring for and helping each other, in addition to contributing actively as models in our community. The culmination of the athletic experience is for student-athletes to continue to grow as individuals and to maintain a lifelong affiliation and commitment to Dickinson College.

ATHLETIC DEPARTMENT PHILOSOPHY
The Athletic Department provides competition for men and women who strive to achieve the same standards of excellence that exist within the academic program of the College. In addition, athletic competition provides the opportunity for student-athletes to get to know themselves and to grow physically, emotionally, socially, and intellectually.

Dickinson College athletics are committed to the principles and practices of personal integrity, gender equity, sportsmanship and fair play, cultural diversity, and the fulfillment of each individual's potential.

Primary emphasis is given to regular season competition, but exceptional teams and individuals are encouraged to participate in post-season play, both regionally and nationally. Student-athletes are provided with safe and impressive facilities, compassionate coaching and appropriate competitive opportunities with students from like institutions.
FACULTY ATHLETIC REPRESENTATIVE (FAR)
The Faculty Athletic Representative (FAR) is appointed by the President, to ensure that student-athletes are properly supported, and that the College establishes and maintains an appropriate balance between academics and intercollegiate athletics. The position is filled by a member of the College’s faculty or by an administrator who holds faculty rank. The FAR does not hold a coaching position and/or an administrative role within the athletic department. The FAR is recognized by the NCAA as the representative of the institution and its faculty in the relationship between the NCAA and the College.

Here are 5 ways to engage with your FAR:
• discuss challenges with balancing academic and athletic responsibilities
• discuss how to have a productive conversation with a faculty member or coach
• seek guidance to sustain well-being
• provide feedback on your student-athlete experience.
• discuss how your student-athlete experience can position you for success beyond your undergraduate experience.

Steve Riccio
Lecturer in International Business and Management
Faculty Athletic Representative
Women’s Tennis Head Coach (2005-2011), Men’s and Women’s Tennis Head Coach (2012)
riccios@dickinson.edu
717-254-8014
Professor Riccio currently serves as a lecturer in the International Business & Management department. Among the courses he teaches includes Fundamentals of Business, Human Resource Management, Comparative Business Ethics, and International Organizational Behavior. Prior to his teaching role, he served as the associate vice president in the Human Resource Services department at the college. He previously was on the athletics staff as the head women’s tennis coach from 2005 to 2011 and assisted both the men’s and women’s programs in 2012.

Professor Riccio earned his doctoral degree from the University of Nebraska-Lincoln in Educational Leadership in Higher Education. As an undergraduate was a student-athlete participating on the tennis team for Millersville University.

Steve supports the local community offering guidance on human resource strategy to non-profit organizations and serves as the board president for the Central Pennsylvania Youth Ballet. He is also an active member of his church participating in a number of community service initiatives.

Steve currently resides in Carlisle, Pennsylvania with his wife, Lynelle, and children Evan, Jillian, and Alexa.
# DEPARTMENT OF PHYSICAL EDUCATION AND ATHLETICS
## STAFF DIRECTORY 2018-2019

### ADMINISTRATION

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Office</th>
<th>Email</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joel Quattone</td>
<td>Interim Director of Athletics</td>
<td>245-1364</td>
<td>quattron</td>
<td>@dickinson.edu</td>
</tr>
<tr>
<td>Dave Webster '88</td>
<td>Associate AD</td>
<td>245-1595</td>
<td>websterd</td>
<td></td>
</tr>
<tr>
<td>Kim Masimore</td>
<td>Senior Women’s Administrator</td>
<td>245-1662</td>
<td>masimore</td>
<td></td>
</tr>
<tr>
<td>Christian Payne</td>
<td>Assistant AD – Media &amp; Admin.</td>
<td>254-8387</td>
<td>paynec</td>
<td></td>
</tr>
<tr>
<td>Alan Seretti</td>
<td>Assistant AD</td>
<td>245-1650</td>
<td>serettia</td>
<td></td>
</tr>
<tr>
<td>Carly Zinn</td>
<td>Assistant AD</td>
<td>254-8713</td>
<td>zinnc</td>
<td></td>
</tr>
<tr>
<td>Paul Richards</td>
<td>Physical Education Chair</td>
<td>245-1523</td>
<td>richards</td>
<td></td>
</tr>
<tr>
<td>Charlie McGuire</td>
<td>Sports Information Director</td>
<td>245-1652</td>
<td>mcguire</td>
<td></td>
</tr>
<tr>
<td>Chris Cox ’15</td>
<td>Asst. Director of McAndrews Fund</td>
<td>254-8324</td>
<td>coxch</td>
<td></td>
</tr>
<tr>
<td>Steve Riccio</td>
<td>Faculty Athletics Representative</td>
<td>254-8014</td>
<td>riccios</td>
<td></td>
</tr>
<tr>
<td>Joanne Hatala</td>
<td>Sr. Administrative Assistant</td>
<td>245-1320</td>
<td>hatalaj</td>
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### TRAINING STAFF

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Office</th>
<th>Email</th>
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<tbody>
<tr>
<td>Janelle Nolt</td>
<td>Head Trainer</td>
<td>245-1651</td>
<td>noltj</td>
</tr>
<tr>
<td>Adam Richmond</td>
<td>Trainer</td>
<td>245-1366</td>
<td>richmona</td>
</tr>
<tr>
<td>Alex Bazink</td>
<td>Trainer</td>
<td>245-1888</td>
<td>bazinka</td>
</tr>
<tr>
<td>Nate Nester</td>
<td>Trainer</td>
<td>254-8056</td>
<td>nestern</td>
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</tbody>
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### BASEBALL

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Office</th>
<th>Email</th>
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<tbody>
<tr>
<td>Craig Hanson</td>
<td>Head Coach</td>
<td>245-1982</td>
<td>hansone</td>
</tr>
<tr>
<td>Ryan Kramer</td>
<td>Assistant Coach</td>
<td></td>
<td>kramerry</td>
</tr>
</tbody>
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### MEN'S BASKETBALL

<table>
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<tr>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Alan Seretti</td>
<td>Assistant AD/Head Coach</td>
<td>245-1650</td>
<td>serettia</td>
</tr>
<tr>
<td>Matt Dolan</td>
<td>Assistant Coach</td>
<td>245-1650</td>
<td>dolann</td>
</tr>
</tbody>
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### WOMEN'S BASKETBALL

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<tr>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Emily Hays</td>
<td>Head Coach</td>
<td>245-1625</td>
<td>hayse</td>
</tr>
<tr>
<td>Joe Howard</td>
<td>Assistant Coach</td>
<td>245-</td>
<td>howardjo</td>
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### MEN'S AND WOMEN'S CROSS COUNTRY

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Office</th>
<th>Email</th>
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<tbody>
<tr>
<td>Don Nichter</td>
<td>Head Coach</td>
<td>245-1365</td>
<td>nichter</td>
</tr>
<tr>
<td>Nicole Hart</td>
<td>Assistant Coach</td>
<td></td>
<td>harten</td>
</tr>
<tr>
<td>Zoe Matherne</td>
<td>Assistant Coach</td>
<td></td>
<td></td>
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<tr>
<td>Matt Persick '18</td>
<td>Assistant Coach</td>
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### FIELD HOCKEY

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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Carly Zinn</td>
<td>Assistant AD/Head Coach</td>
<td>254-8713</td>
<td>zinnc</td>
</tr>
<tr>
<td>Charlotte MacDonald</td>
<td>Assistant Coach</td>
<td>254-8018</td>
<td>macdonch</td>
</tr>
<tr>
<td>Lindsay Bower</td>
<td>Assistant Coach</td>
<td></td>
<td>bowerl</td>
</tr>
<tr>
<td>Emily Marshall</td>
<td>Assistant Coach</td>
<td></td>
<td>marshaem</td>
</tr>
</tbody>
</table>
FOOTBALL
Brad Fordyce  Head Coach    254-8362    fordycerb
Nolan Swett  Assistant Coach/Offensive Coord. 254-8366  swetttn
Bob Jazwinski  Assistant Coach/Strength & Cond.  245-1126  jazwinsr
Cole Glennon '11  Assistant Coach/Defensive Coord.  glennone
Paul Russick  Assistant Coach/Running Backs  russickp
Chad Hoffman  Assistant Coach/Wide Receivers  hoffmanp
Josh Rapp  Assistant Coach/Defensive Line  245-1348  rappj

MEN'S GOLF
Darwin Breaux  Head Coach  245-1644  breaux

WOMEN'S GOLF
Scott McQuaig  Head Coach  245-1320  mcquaigs

MEN'S LACROSSE
Dave Webster '88  Associate AD/Head Coach  245-1595  websterd
Peter Donley  Assistant Coach  254-8348  donleyp
Tyler White '15  Assistant Coach  245-1951  whitety

WOMEN'S LACROSSE
Kim Masimore  SWA/Head Coach  245-1662  masimore
Paige Messersmith  Assistant Coach  254-8512  messersp
Jessie Clark '11  Assistant Coach

MEN'S SOCCER
Brian Redding  Head Coach  245-1935  reddingb
Steve Grove  Assistant Coach
Seth Stover  Assistant Coach

WOMEN'S SOCCER
Ted Zingman  Head Coach  245-1981  zingmant
Molly Lewis  Assistant Coach  lewisme
Jarryd Erb  Assistant Coach  erbj

SOFTBALL
Matt Richwine  Head Coach  245-1733  richwinm
Evie Rentzel  Assistant Coach

MEN'S AND WOMEN'S SQUASH
Head Coach: Christopher Fernandez  245-1018  fernanch

MEN'S AND WOMEN'S SWIMMING
Paul Richards  Phys. Education Chair/Head Coach  245-1523  richards
Tara Mullin  Assistant Coach
Jack Port  Assistant Coach
MEN’S AND WOMEN’S TENNIS
Brad Tulenko  Head Coach    254-8052 tulenkob
Amanda Berg  Assistant Coach

VOLLEYBALL
Andrew Pile  Head Coach    245-1331 pilea
Laura Bergin  Assistant Coach    245-1331 bergina

MEN’S AND WOMEN’S TRACK & FIELD
Don Nichter  Head Coach    245-1365 nichter
Eric Bologa  Assistant Coach    245-1066 bologae
Jere Harbold  Assistant Coach
Sarah Hunt  Assistant Coach
Zoe Matherne  Assistant Coach
Matt Persick ‘18  Assistant Coach

EQUIPMENT/FIELDS
Bob Penner  Equipment Manager    245-2993 penner
Charlie Hambrook  Field Manager/Equipment    245-1265 hambrooc
Pete Thorn  Assistant Equipment Mgr.    245-1240 thornp

KLINE CENTER INFORMATION DESK    245-1362
KLINE FITNESS CENTER    245-1056

ATHLETIC DEPARTMENT GUIDING PRINCIPLES
Dickinson College is a Division III member of the National Collegiate Athletic Association (NCAA) and the Centennial Conference. The Department of Physical Education and Athletics at Dickinson College consists of over 500 student-athletes within 12 men’s and 13 women’s varsity sports. All academically eligible students are provided with equal opportunity to participate in a sport of their interest.

The Athletic Department is fully committed to support the institutional mission by developing the “whole person” through the student-athlete’s participation in intercollegiate athletics and associated activities. In addition, the department promotes academic and athletic excellence and strives to provide students with a work ethic that will encourage a healthy lifestyle throughout their collegiate life and beyond. Through their involvement, the department seeks to enrich the intellectual, physical, spiritual, and emotional dimensions of the student-athlete.
As its guiding principles, the Department of Physical Education and Athletics:

1) will not compromise its commitment to academic excellence within the student-athlete community;

2) will abide by the NCAA Principle of Sportsmanship and Ethical Conduct: “For intercollegiate athletics to promote the character development of participants, to enhance the integrity of higher education and to promote civility in society, student-athletes, coaches and all others associated with these athletics programs and events should adhere to such fundamental values as respect, fairness, civility, honesty and responsibility. These values should be manifest not only in athletics participation but also in the broad spectrum of activities affecting the athletics program.”

3) will uphold the rules of the NCAA and the Centennial Conference;

4) will work cooperatively with the Office of Academic Affairs for the best interest of the student-athlete;

5) will promote personal growth, similar to other co-curricular activities, by providing student-athletes educational opportunities through its experiences in intercollegiate athletics;

6) will hire, develop, and empower coaches to serve as mentors by providing guidance, motivation, and structure which will allow each student-athlete to compete at his or her maximum potential;

7) will support the performance of each intercollegiate team with a highly knowledgeable, caring, and dedicated athletic training staff that provides all individuals with a comprehensive plan of care;

8) will allow all individuals and teams the ability to achieve top physical performance by providing the appropriate facilities and resources to train at the highest level possible;

9) will understand the commitment and effort made by each student-athlete, and therefore, provides the support in order for teams and individuals to achieve their performance goals;

10) will provide an atmosphere for constituents including faculty, staff, students, alumni, and the community to enjoy witnessing competition and take pride in Dickinson Athletics;

11) will achieve student learning outcomes which include:
   • appreciating the value of competition and sportsmanship;
   • dealing with personal and team adversity in a positive manner;
• attaining a high level of self-esteem that will transfer to other aspects of life;
• improving physical and mental skills through practice and competition;
• comprehending the significance of teamwork in order to achieve performance goals.

STUDENT-ATHLETE CODE OF CONDUCT

The Department of Physical Education and Athletics at Dickinson College takes very seriously the conduct and behavior of its student-athletes, both in and out of season. It is indeed a privilege to represent the institution in a visible capacity, both within and outside of the campus community. Team members should recognize that all of their interactions with outside constituencies reflect not only on themselves, but also on the team and the College. Subsequently, participants are held to the highest standards of conduct throughout their athletic pursuits. The following principles should be followed by student-athletes throughout their participation (please note, specific policies are contained within the handbook that provide detailed guidelines for appropriate student-athlete behavior):

1) Student-athletes should aspire towards excellence in all areas of their educational experience. This requires hard work, dedication, and a winning attitude. However, the Department of Physical Education and Athletics supports the educational mission of the institution by placing the importance of academics before athletic competition;

2) Student-athletes should exemplify sportsmanship and engage in fair, honest and safe competition at all times. As a representative of the institution, participants are expected to present themselves in a respectful manner toward their opponents, officials, and supporters from other institutions when traveling to competitions;

3) Participants will abide by all rules that have been established and are enforced by the NCAA, the Centennial Conference, Dickinson College and the Athletic Department;

4) Student-athletes are responsible for following guidelines established by their respective coaches and/or teams. Each coach has the discretion to discipline any participant whose conduct is detrimental to the team and/or the institution;

5) Participants are expected to respect property belonging to the institution and should demonstrate appropriate use of the department’s facilities and resources;

6) In the spirit of Dickinson Athletics, teams are encouraged to support the efforts and accomplishments of other teams;

7) Student-athletes should not receive any gifts associated with their participation subject to the provisions established by the NCAA in bylaw 16.1;
8) A student-athlete who violates any local, state or federal law is subject to potential suspension and/or dismissal from the team.

In accordance with the NCAA’s Principle of Student-Athlete Well Being, the Department of Physical Education and Athletics at Dickinson College is committed to providing a safe learning and sports environment that protects the health and well-being of its student-athlete community. Every Dickinson College student-athlete who witnesses behavior by fellow student-athletes that threatens this environment is strongly encouraged to immediately notify a department staff member. Hazing, sexual harassment and drug and alcohol misuse and abuse are among the behaviors that pose such threats.

DIVISION III PHILOSOPHY

Colleges and universities in Division III place the highest priority on the overall quality of the educational experience and on the successful completion of all students’ academic programs. They seek to establish and maintain an environment in which a student-athlete’s athletic activities are conducted as an integral part of the student-athlete’s educational experience. They also seek to establish and maintain an environment that values cultural diversity and gender equity among the student-athletes and athletic staff.

To achieve this end, Division III institutions:

- Expect that institutional presidents and chancellors have the ultimate responsibility and final authority for the conduct of the intercollegiate athletics program at the institutional, conference and national governance levels;
- Place special importance on the impact of athletics on the participants rather than on the spectators and place greater emphasis on the internal constituencies (e.g. students, alumni, institutional personnel) than on the general public and its entertainment needs;
- Shall not award financial aid to any student on the basis of athletics leadership ability, participation or performance;
- Encourage the development of sportsmanship and positive societal attitudes in all constituents, including student-athletes, coaches, administrative personnel and spectators;
- Encourage participation by maximizing the number and variety of athletic opportunities for their students;
- Assure that the actions of coaches and administrators exhibit fairness, openness and honesty in the relationships with student-athletes;
- Assure that athletic participants are not treated differently from other members of the student body;
- Assure that the athletics programs support the institution’s educational mission by financing, staffing, and controlling the programs through the same general procedures as other departments of the institution. Further, the administration of an institution’s athletic program (e.g., hiring, compensation, professional
development, certification of coaches) should be integrated into the campus culture and educational mission;

- Assure that athletics recruitment complies with established institutional policies and procedures applicable to the admission process;
- Assure that academic performance of student-athletes is, at a minimum, consistent with that of the general student body;
- Assure that admission policies for student-athletes comply with policies and procedures applicable to the general student body;
- Provide equitable athletic opportunities for males and females and give equal emphasis to men’s and women’s sports;
- Support ethnic and gender diversity for all constituents;
- Give primary emphasis to regional in-season competition and conference championships;
- Support student-athletes in their efforts to reach high levels of athletics performance, which may include opportunities for participation in national championships, by providing all teams with adequate facilities, competent coaching and appropriate competitive opportunities.

The purpose of the NCAA is to assist its members in developing the basis for consistent, equitable competition while minimizing infringement on the freedom of individual institutions to determine their own special objectives and programs. The above statement articulates principles that represent a commitment to Division III membership and shall serve as a guide for the preparation of legislation by the division and for planning and implementation of programs by institutions and conferences.

CENTENNIAL CONFERENCE OVERVIEW

A purpose and mission statement adopted by the presidents stated, “recognizing that our fundamental purpose is the academic mission of institutions, we agree to establish an all-sports conference in the spirit of rationalizing our competition by controlling travel, schedule and costs. The Conference will be controlled by the presidents of the member institutions.”

The Centennial Conference encourages athletic competition among national liberal arts colleges and universities that share similar academic aspirations and a commitment to the importance of the total educational experience of students engaged in sports. Intercollegiate athletics programs are an integral part of the life of the member institutions and flow from their educational objectives. Each institution provides a comprehensive, broad-based athletics program. All varsity sports are treated equitably, and every sport is important. The Centennial Conference crowns champions in 24 sports and continues to sponsor intercollegiate programs of national prominence for women and men. On the average, Centennial members boast of 21 varsity teams per campus which is well above the national norm.
SOCIAL NETWORKING POLICY
The Athletic Department appreciates the popularity and usefulness of social networking sites and supports their use by student-athletes provided that:

- No offensive or inappropriate pictures are posted;
- No offensive or inappropriate comments are posted;
- Any information placed on the website(s) does not violate College, Athletic Department or student-athlete code of conduct policies;
- Photos and/or comments posted on these sites do not depict team-related or college-identifiable activities (including wearing/using team uniforms or gear inappropriately);
- No pictures of coaches, staff and any other college personnel, without the written consent of that person, will be posted.

Student-athletes must remember that they are representatives of Dickinson College and often in the public eye more than other students. Please keep the following in mind as you participate on social networking websites:

- Before participation in any online community, understand that anything posted online is available to anyone in the world. Any text or photo placed online becomes the property of the site(s) and is completely out of your control the moment it is placed online – even if you limit access to your site.
- You should not post any information, photos or other items online that could embarrass you, your family, your team, the athletic department or Dickinson College. This includes information that may be posted by others on your page.
- Never post your home address, local address and phone number(s), birth date or other personal information. You could be a target for predators.
- Student-athletes could face sanctions and even dismissal from the team for violations of team, department, College and/or NCAA policies.

Dickinson College Public Safety and other local law enforcement agencies may monitor these websites regularly, as well as many potential employers and internship supervisors, as a way of screening applicants. In addition, many graduate programs and scholarship committees also search these sites to screen candidates.
HAZING POLICY
Hazing is a violation of College policy and a criminal offense in the Commonwealth of Pennsylvania.

Dickinson College is committed to preserving the individual dignity and well-being of each and every member of the campus community, and supports students’ desire to build community through groups and associations. These associations can offer powerful opportunities for student engagement and learning. The College also acknowledges the need for belonging that students often feel and values the contributions that student groups make toward fulfilling that need.

Within every group there exist organizational structures (e.g. hierarchies, practices) that define the relationships among its members. These structures can be:

- formal and/or informal
- explicit and/or implied
- planned and/or spontaneous

Groups are encouraged to consider these structures and relationships, as understanding them is critical to positive group development and the prevention of hazing. Groups are cautioned that within any of those structures, any activity which serves to reinforce, or has the effect of reinforcing dominant-subordinate relationships among group members must be approached with great care and guidance. This is particularly true when a group affiliates new members.

Hazing occurs across campus in a wide variety of student groups. Hazing is often about power and control, and does nothing to build group or team unity. More than half of students in colleges and universities have experiences hazing. On a yearly basis, across the country, a significant number of hazing incidents and death involve alcohol consumption.

Definition
Dickinson College defines hazing as any act that, as an explicit or implied condition for initiation to, admission into, affiliation with, acceptance in, or continued membership in a group or organization, could be seen by a reasonable person as endangering the physical well-being of an individual, as causing mental distress to an individual, or as being disruptive to the campus community, regardless of the individual's willingness to participate. Specific examples of hazing include:

- Requiring members to perform unnecessary duties not assigned to existing member
- Required calisthenics or other forms of physical exercise
- Sleep deprivation
- Required carrying of certain items
- Restriction of communication; confiscation of phone, tablets, or laptops
• Yelling or screaming
• Personal servitude or chores
• Lineups for purposes of interrogation, intimidation or debasement
• Assigning pranks such as stealing, painting objects, or harassing other groups
• Wearing embarrassing or uncomfortable clothing
• Restrictions on showering, bathing, or taking care of personal hygiene
• Pushing, showing, tackling, or other forms of personal contact
• Forced consumption of food, liquid, or alcohol
• Paddling or whipping
• Branding, cutting, labelling, or shaving parts of the body

Reporting Hazing
All members of the college community should report hazing when they see it occurring or believe that it has occurred. If you or someone you know is being hazed or if you have questions about anything that is being done as part of a membership experience, please say something. You can employ the following options:

• Contact the Department of Public Safety to speak to an Officer
• Talk to the IFC or Panhellenic Council Advisors or talk to your college dean
• Use the Anonymous Tip Form to provide information anonymously - assuming this is not an emergency or crisis situation - at this link: https://www.dickinson.edu/homepage/70/department_of_public_safety
• IF SOMEONE IS IN IMMEDIATE DANGER, PLEASE DIAL 911.

Hazing Outcomes
The College recognizes a continuum of group development activities. At one end of the continuum are positive group development activities that do not constitute hazing because they stand the test of transparency, foster a sense of group unity and do not compromise the well-being of any individual participants. At the other end are behaviors that are clearly hazing because they are dangerous, abusive and/or disruptive, and involve only subordinate members of the group. In between are activities that could be seen by groups as benign, but are considered hazing because they serve no legitimate group-related purpose, could be considered disruptive to the academic community or when occurring in the context of individual’s personal history have the potential to cause physical, mental or emotional harm.

In the event that the College must intervene in a situation involving hazing, the Dean of Students will determine the nature of the intervention by where along this continuum the behavior falls. The primary purpose of any intervention is to ensure that the hazing ends, and that those who participate in hazing are appropriately accountable to the Dickinson community. Toward that end, individuals associated with the group (e.g. organizational executives) may be held personally accountable along with the group. The College also reserves the right to engage other authorities as appropriate (e.g. law enforcement agencies, Greek national offices, etc.)
Specifically, consequences for hazing for groups and/or individuals include but are not limited to:

- Warnings
- Mandated educational programs for members and/or others
- Community restitution
- Student status and/or housing restrictions
- Suspensions
- Expulsion

Students are also reminded that hazing is a violation of PA State Law. The text of the law is available in the Dean of Students Office and on-line at:
http://www.stophazing.org/pennsylvania/

SEXUAL HARASSMENT POLICY
Please make yourself familiar with the full sexual harassment policy which can be found on the Dickinson College Website at:


If you believe you have been the victim of sexual harassment, you are encouraged to report the behavior to any member of the Department of Physical Education and Athletics, including the Athletic Director, coaches, assistant coaches and athletic trainers. They will help ensure that your complaint is directed to the proper office within the College.

ACADEMIC MISCONDUCT
Respect for ideas—our own and others’—is a hallmark of academic integrity. We show respect by acknowledging when we have used another’s words or ideas in our work. We expect others to acknowledge when they use our ideas or words in their work. Students are expected to do their own work on quizzes, papers, examinations, class assignments, etc. Normally, a paper may be submitted in fulfillment of an assignment in only one course. Exceptions require permission from the instructors. Collaboration must be noted in writing and requires the consent of all instructors. Any of the following are considered cheating and are considered academic misconduct (this list is illustrative and not intended to be exhaustive):

**Cheating**
Cheating involves deception or the provision or receipt of unauthorized assistance. Students are expected neither to receive nor to provide unauthorized assistance with academic work. Cheating may take many forms including plagiarism. The examples below are illustrative but not exhaustive:
• Copying from another person's work or answers.
• Referring to and using prohibited materials in the preparation for assignments or the taking of examinations or quizzes.
• Obtaining and using a copy of the examination or answers to an examination without the knowledge of the instructor.
• Collaborating on assignments or examinations unless such collaboration has been permitted.
• Submitting the same paper or assignment in two courses without permission of both professors. Using substantive sections of an assignment or paper completed for another course also requires permission of both instructors.
• Assisting another to do any of the above or to cheat in a similar manner.
• Using online translators to complete assignments, quizzes or examinations in a language course

Plagiarism
Plagiarism may take a number of forms but to plagiarize is to use without proper citation or acknowledgment the words, ideas, or work of another.

The most serious degree of plagiarism involves the wholesale and deceptive borrowing of written material from sources such as published authors, websites, other students, or paper-for-hire services. Students who submit papers or significant sections of papers that they did not write themselves are committing this type of violation. Another serious degree of plagiarism involves less wholesale but still repeated and inappropriate borrowing from outside sources. In some of these situations, students borrow several phrases or sentences from others, and do so without both quotation marks and proper attributions. In other situations, students secretly collaborate on assignments in defiance of specific prohibitions outlined by their instructor.

Finally, there is a degree of plagiarism that involves the borrowing of specific words or phrases without quotation marks. In such situations, citations may be present, but they are inadequate. This problem most commonly occurs when students paraphrase sources by attempting to change a few words in a sentence or brief series of sentences. It can also occur when students rely too heavily on parents or friends for ideas or phrases which they mistakenly claim as their own.

NOTE: Normally, a student found responsible for violating Academic Standards will receive a failing grade for the course, and/or be placed on stayed suspension or be suspended from the college for one semester.
ACADEMIC EXPECTATIONS

The faculty assumes that every student admitted to Dickinson will be able to qualify for graduation. However, the opportunity to continue at Dickinson is a privilege that a student must earn by academic achievement.

Qualitative Standards

All students must meet the minimum cumulative grade point average. First-year students must earn at least a 1.75 cumulative grade point average (GPA) in order to be in good academic standing. All other students must earn at least a 2.00 cumulative GPA to be in good academic standing. In order to graduate, a senior must have a minimum cumulative GPA of 2.00.

At the end of every grading semester, the Subcommittee on Academic Standards reviews student records and applies these standards on a case-by-case basis. Students with a cumulative GPA which falls below the applicable minimum will be required to withdraw. Students may petition the Subcommittee on Academic Standards for immediate return on academic probation (see Appeal of Required Withdrawal for Academic Reasons).

Any student with a semester GPA of 0.00 will be required to withdraw even if their cumulative GPA remains above a 1.75 (first-year students) or above a 2.00 (upper-class students). When upper-class students have a semester GPA below 2.00 for three consecutive semesters, they will be required to withdraw from the College, even if their cumulative GPA remains above a 2.00.

A first-year student with a semester average below 1.75, and a cumulative GPA of 1.75 or above will receive a letter of warning. An upper-class student with a semester average below 2.00 and a cumulative GPA of 2.00 or above will receive a letter of warning.

Quantitative Standards

Students must make satisfactory quantitative progress toward the completion of degree requirements. Quantitative progress is calculated by dividing the number of courses creditable toward graduation by the number of courses attempted. While not creditable toward graduation, courses with grades of W (withdrawal), I (Incomplete) and F or FA (failure) are calculated in the number of courses attempted. At the end of the spring grading period, the Subcommittee on Academic Standards reviews student records and applies these standards on a case-by-case basis.

Full-time students are normally expected to complete at least 4 courses each semester creditable towards graduation and to progress one grade level each year. A first-year student is anyone who has completed fewer than seven courses. A sophomore is anyone who has completed between seven and fourteen such courses. A junior is anyone who has completed between fifteen and twenty-two such courses. A senior is anyone who has completed more than twenty-three courses.
To meet the standard of satisfactory quantitative progress, students must have credit toward graduation for the following percentage of courses attempted:

- First-year students - 60 percent
- Sophomores - 70 percent
- Juniors - 80 percent
- Seniors - 80 percent

Students who do not make satisfactory quantitative progress are placed on quantitative academic probation. If a student must withdraw from all courses attempted in a semester for health-related reasons, the Subcommittee on Academic Standards will waive academic probation status. A student on quantitative academic probation is required to develop and maintain an academic plan that will achieve satisfactory quantitative progress.

Students on quantitative academic probation are at risk of being required to withdraw from the College. Normally, while on quantitative academic probation, earning a grade of F, or withdrawing from a course or courses, will result in required withdrawal from the College. This remains true even if the cumulative GPA is above the college minimum (1.75 for first-year students; 2.00 for all other students).

**RECRUITING GUIDELINES**

Dickinson College is permitted to host a prospective student-athlete on campus for a maximum of 48 hours per NCAA policy. It is, however, the department’s philosophy to limit the visit to a 24-hour period. When hosting any prospective student-athlete on campus, the host student-athlete selected by the head coach will be accountable for the safety and welfare of the recruit. In addition, the host will conduct him or herself in a responsible manner at all times. Any violation of College policy by the host or the recruit will result in immediate suspension of the host from his or her respective team and will automatically subject the host to the judicial proceedings of the College. See NCAA bylaw 13.6 for more information.

**ALCOHOL, TOBACCO AND DRUG POLICY**

**Purpose**

The Dickinson College Department of Athletics is concerned about the health, safety and well-being of our student-athletes. Therefore, the department does not support the use of illegal drugs, illegal/misuse of alcohol, use of tobacco, misuse of legal drugs and dietary supplements, use of performance-enhancing supplements and any consumption of NCAA banned substances. The purpose of this policy is to promote the health and safety of student-athletes and fair play in competition.
General Athletic Policies on Alcohol, Tobacco and Drugs

- Possession or use of illegal drugs is prohibited at all times.
- Consumption, possession, or distribution of alcoholic beverages, in violation of applicable state or local laws is prohibited.
- Even where consumption or possession of alcohol is otherwise legal, the consumption or possession of alcoholic beverages by a student-athlete is prohibited in connection with any official intercollegiate team or group function. An official team or group function, for the purpose of this policy, is defined as any activity which is held at the direction of or under the supervision of the team’s coaching staff or a department athletic administrator.
- Even where the consumption or possession of alcohol is otherwise legal, the consumption or possession of alcoholic beverages during an athletic road trip, on team buses, vans, personal automobiles, rental automobiles, or other methods of team transportation is prohibited.
- Even where the consumption or possession of alcohol is otherwise legal, the consumption or possession of alcoholic beverages in the presence of a prospective student-athlete during a campus visit is discouraged.
- Even where the consumption or possession of alcohol is otherwise legal, the consumption or possession of alcoholic beverages by a student-athlete is prohibited where the student-athlete serves as a representative of the College at an official function.
- Use of tobacco products in connection with any practice or competition is prohibited.

Coaches and/or athletic administrators have the discretion to establish more stringent team policies regarding drug/alcohol use. In the event of a conflict between a team policy and this policy, the provisions of this policy will control.

Student-athletes who choose to consume/use alcohol/drugs are accountable for any alcohol/drug related incident in which he/she is involved. In such cases, the student-athlete is subject to state, local, College, Athletic Department and/or team disciplinary action dependent on the nature and severity of the incident. In every instance where violation of this policy is also a violation of the Dickinson College Community Standards, the conduct shall be reported to Student Life and a response for violations of both policies shall be coordinated by Student Life.

DRUG TESTING PROGRAM

Consent to Participate in Testing
As a condition of participation in intercollegiate athletics at Dickinson College, all student-athletes are required to sign the Drug Testing Consent Form. Any student-athlete who refuses to sign this document, will not be permitted to participate in any intercollegiate athletic team activities.
All student-athletes listed on the official team roster are subject to drug testing under the terms of this policy. This includes but is not limited to student-athletes who are injured, “red shirting” and 5th year student-athletes.

Student-athletes will be tested on a random basis (random selection, random times) throughout the academic year. A student-athlete may be tested more than once during any academic year. Testing may occur during the off-season and at times when classes are not in session. The random selection and testing of student-athletes will be performed by an unbiased third-party professional organization.

**Prohibited Drugs and Substances**
The drug testing process may include analysis of, but is not limited to, the NCAA List of Banned-Drug Classes. These classes are as follows:

- Stimulants
- Anabolic Agents
- Alcohol and Beta Blockers (banned for rifle only)
- Diuretics and Other Masking Agents
- Street Drugs
- Peptide Hormones and Analogues
- Anti-estrogens
- Beta-2 Agonists

*Note: Any substance chemically related to these classes is also banned.

A more detailed explanation of the NCAA List of Banned-Drug Classes can be found at this link: [http://www.ncaa.org/2015-16-ncaa-banned-drugs](http://www.ncaa.org/2015-16-ncaa-banned-drugs)

**Dietary Supplements**
Dietary supplements are not well regulated and may cause a positive drug test result. Many dietary supplements or ergogenic aids are contaminated with banned substances that are not listed on the label. Student-athletes are ultimately responsible for what they consume. Student-athletes are encouraged to contact the National Center for Drug Free Sport, Inc. at [www.drugfreesport.com](http://www.drugfreesport.com) or the Resource Exchange Center (REC) at [www.drugfreesport.com/rec](http://www.drugfreesport.com/rec) for information regarding dietary supplements and other banned substances.

**Sanctions for a Positive Drug Test**
The sanctions for a positive drug test as part of this policy are listed below. Nothing in this policy is intended to preclude a Head Coach or the Athletic Director from enforcing more restrictive team policies, team rules and sanctions. As with any violation relating to student-athlete conduct, sanctions can result in permanent dismissal from a team. The nature and circumstances of the violation, the prior record of the student-athlete and other pertinent factors will be considered upon determining the appropriate sanction.
First Positive Test
- Mandatory referral to Student Life for possible resolution under the Community Standards, where appropriate
- Mandatory referral to the Dickinson College Wellness Center for substance abuse assessment and any follow up treatment as recommended
- Notification of Head Coach, Athletic Director, Compliance Coordinator, Athletic Trainers, Team Physician, Parents/Guardians
- Suspension for 7 calendar days of next possible athletic team activities

Second Positive Test
- Mandatory referral to Student Life for possible resolution under the Community Standards, where appropriate
- Mandatory referral to the Dickinson College Wellness Center for substance abuse assessment and any follow up treatment as recommended
- Notification of Head Coach, Athletic Director, Compliance Coordinator, Athletic Trainers, Team Physician, Parents/Guardians
- Suspension for 20% of the traditional playing season, not permitted to practice or participate in any team activities during this suspension (may encompass two seasons if applicable)

Subsequent Positive Test(s)
- Mandatory referral to Student Life for possible resolution under the Community Standards, where appropriate
- Mandatory referral to the Dickinson College Wellness Center for substance abuse assessment and any follow up treatment as recommended
- Notification of Head Coach, Athletic Director, Compliance Coordinator, Athletic Trainers, Team Physician, Parents/Guardians
- Suspension for one (1) calendar year from all intercollegiate athletic participation and possible dismissal from team

Other Sanctions
If a student-athlete fails to report for drug testing, it will be considered a positive test result and the appropriate sanctions will apply.

If a student-athlete fails to comply with all requirements following a positive test result, he/she will be immediately suspended from all team activities.

Follow-Up Testing
A student-athlete who has had his/her eligibility suspended as a result of a positive drug test, may be required to undergo re-entry testing prior to eligibility being reinstated. Re-entry testing will be at the expense of the student-athlete.
A student-athlete who has returned to participation following a positive drug test may be subject to follow-up testing throughout the remainder of their athletic career at Dickinson College. Follow up testing will be at the expense of the student-athlete.

**Reasonable Suspicion**

In addition to random drug testing, a student-athlete may be subject to testing at any time when the Athletic Director determines there is individualized reasonable suspicion to believe the student-athlete may be using a banned substance. Such reasonable suspicion may be based on objective information provided by the Assistant/Associate Athletic Director, Head Coach, Assistant Coach, Athletic Trainer, Team Physician and a representative from the Office of Student Life and deemed reliable by the Athletic Director. Reasonable suspicion may be based upon, but not limited to:

1) Observed possession or use of substances appearing to be banned drugs or alcohol

2) Arrest or conviction for a criminal offense related to the possession or transfer of banned drugs and substances or alcohol

3) Observed abnormal appearance, conduct or behavior reasonably associated with using banned drugs or substances or alcohol

4) Any violation of the Dickinson College Student Code of Conduct related to the use and/or suspicion of use of illegal drugs or alcohol.

**Safe Harbor**

If a student-athlete voluntarily discloses drug use and is seeking treatment, he/she will not be penalized under the Dickinson College Department of Athletics Drug Testing Program. However, the student-athlete may still be removed from participation if there is a medical necessity to do so. The student-athlete will still be eligible for NCAA drug testing during this time.

This disclosure must come prior to the student-athlete being notified of selection for random testing or a positive test result as well as prior to any potential violation of the College’s Community Standards. The student-athlete is still subject to further testing following enrollment in the Safe Harbor program. If there is a positive test result following entry into the Safe Harbor program, the student-athlete then becomes eligible for the sanctions associated with a positive test.

**Medical Exception**

The NCAA and the Dickinson College Department of Athletics recognizes that some banned substances are used for legitimate medical purposes. Accordingly, there are exceptions to be made for student-athletes with a documented medical condition demonstrating the need for regular use of such a substance. Student-athletes are required to document all medications they are taking on the Pre-Participation Paperwork Form in ATS.
If a student-athlete has been prescribed medication that is a banned substance, the student-athlete is required to submit the appropriate documentation from the prescribing physician.

The most common type of Medical Exception is for ADD/ADHD medications and there is a designated form which can be found at the link below. This form and additional documentation as needed should be submitted to the Dickinson College Sports Medicine Staff during the Pre-Participation Physical Process or as soon as a new medication is prescribed.


**NCAA DRUG TESTING PROGRAM**

With their approval of Proposal No. 30 at the January 1986 NCAA Convention and Proposal Nos. 52-54 at the January 1990 Convention, NCAA institutions reaffirmed their dedication to the ideal of fair and equitable intercollegiate competition and at their championships and postseason bowl games. At the same time, they took another step in the protection of the health and safety of the student-athletes competing. So that no one participant might have an artificially induced advantage, so that no one participant might be pressured to use chemical substances in order to remain competitive, and to safeguard the health and safety of participants, the NCAA drug testing program was created.

All NCAA member institutions are subject to NCAA drug testing. The drug testing program involves urine collection and laboratory analyses for substances on a list of banned-drug classes developed by the NCAA Board of Governors. This list consists of substances generally purported to be performance enhancing and/or potentially harmful to the health and safety of the student-athlete. Notably:

- Student-athletes are held responsible for use of all banned substances at all times.
- NCAA year-round testing may test for anabolic agents, diuretics and masking agents, peptide hormones, beta-2 agonists and beta blockers. Stimulants and street/illicit drugs are generally not tested in NCAA year-round testing.
- NCAA championship and postseason bowl game testing may test for all banned drug classes, and include tests for street/illicit drugs and stimulants.
- Other testing occasions, such as exit tests, follow-up tests and suspected manipulation, may include testing for all banned drug classes.
TEAM TRAVEL POLICY

Travel to and returning from practices and competitions at locations less than 25 miles from Dickinson College’s campus is considered local travel and transportation may not be provided by the College to such locations. Student-athletes may choose to walk, bike, drive their personal vehicle or carpool with others to local locations if transportation is not provided by the College.

**Team Travel to Practices**

1) **Teams utilizing Dickinson Park**
   - Currently applicable to Softball, Baseball, Men’s & Women’s Soccer, and Men’s and Women’s Golf
   - Transportation is not available through the College.

2) **Teams utilizing off-campus facilities less than 25 miles away from Dickinson College**
   - Currently applicable to Men’s & Women’s Golf at Mayapple Golf Club in Boiling Springs, PA and the Carlisle Barracks Golf Club in Carlisle, PA
   - Transportation is not available through the college.

3) **Teams utilizing off-campus facilities greater than 25 miles from Dickinson College**
   - Not currently applicable to any Dickinson College sports teams
   - In the event that teams must travel to a facility greater than 25 miles from Dickinson College, the Athletic Department will organize travel via the use of a college-approved driver and fleet vehicle, or a college-chartered vehicle. All travel should be done in accordance with the Dickinson College Fleet Policy.
   - Student-athletes must secure permission via use of the College’s travel waiver before making alternate travel plans. Such permission must be secured at least 48 hours prior to the scheduled departure time. The granting of a travel waiver is at the discretion of the Head Coach and/or Athletic Director. Unless a travel waiver is secured, all students must travel using the College-provided travel arrangements.

**Team Travel to Competitions**

1) **Team travel to “home” competitions held at off-campus facilities less than 25 miles from Dickinson and “away” competitions less than 25 miles from Dickinson College**
   - Currently applicable to Men’s & Women’s Golf at Mayapple Golf Club in Boiling Springs, and the Carlisle Barracks Golf Club in Carlisle, PA
   - Transportation is not provided by the College.

2) **Team travel to competitions greater than 25 miles from Dickinson College**
   - Athletic teams travelling greater than 25 miles for a competition must travel as a team. Travel should be conducted via the use a College-approved driver and
fleet vehicle, or by the use of a College-chartered vehicle. All travel should be done in accordance with the Dickinson College Fleet Policy. At times, circumstances may require that the Athletic Department use student-athletes to drive a College-owned vehicle to and/or from a competition. If use of a College vehicle will be required, either the head coach or student-athlete must contact the Department of Public Safety to register the student-athlete who will be driving for a driver safety training course and Motor Vehicle Record check.

- Student-athletes must secure permission via use of the College’s travel waiver before making alternate travel plans. Such permission must be secured at least 48 hours prior to the scheduled departure time. The granting of a travel waiver is at the discretion of the Head Coach and/or Athletic Director. Unless a travel waiver is secured, all students must travel using the College-provided travel arrangements.

**DRESS CODE**

As a member of a Dickinson College intercollegiate athletic team, you are a representative of Dickinson College. Each student-athlete is expected to show respect to others, and themselves, their team and the College by dressing in a manner that is deemed appropriate by the College, during all team events, for the duration of the competition and/or prior to and following each contest. Clothing with offensive and/or suggestive language or depictions shall not be worn at any time. Student-athletes should also abide by any additional guidelines set forth by the head coach and the Centennial Conference. Head coaches will communicate specific guidelines that have been established by conference officials.

**STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC)**

Each student-athlete at Dickinson College serves a leadership role by representing their team and institution in a positive manner through hard work, dedication, and enthusiasm. In addition to being a leader at the team level, participants also have the opportunity to represent the entire athletic community by being a member of the institution’s Student-Athlete Advisory Committee (SAAC). The committee is represented by at least one member of each of the intercollegiate athletic sports offered at Dickinson College.

As members of the SAAC at Dickinson College our mission is to:

1) Foster the relationship between the athletic and academic communities by facilitating communication between the two regarding issues relevant to both communities;

2) Promote athletics as a valuable part of the college experience and take steps to increase overall campus awareness of athletic contests and other related activities;
3) Act as both a resource for student-athletes and as a liaison to voice concerns of 
student-athletes to the athletics administration and vice versa;

4) Encourage student-athletes as both individuals and teams to continue to cultivate the 
relationship between the athletic community and the local community.

ATHLETIC TRAINING AND SPORTS MEDICINE
The Dickinson College Sports Medicine Program provides athletic training services to 
approximately 525 varsity student-athletes competing in 25 intercollegiate sports. The 
program is supervised by two orthopedic surgeons from the Orthopedic Institute of 
Pennsylvania, Dr. Brown, Dr. Hely, and Dr. Oplinger, and a general practitioner, Dr. Chad 
Jumper, of Boiling Springs Family Medicine. These physicians supervise the four full-time 
athletic trainers and one part-time athletic trainer. All members of the sports medicine staff 
(physicians, athletic trainers, and sports medicine student assistants), collaborate to provide 
comprehensive care for all student-athletes.

Student-athletes are strongly encouraged to consult the athletic training staff in the event of 
an injury regardless of the severity. Athletic trainers are available to evaluate injuries in the 
three on campus facilities during posted hours and are also on-site during all home 
competitions. Student-athletes may also contact an athletic trainer to schedule an 
appointment outside of the normal afternoon facility hours.

Clearance for Participation
All student-athletes must complete the pre-participation physical exam process (PPE) prior 
to engaging in any official practice or contest. Student-athletes are responsible for honestly 
and accurately completing the required paperwork in the ATS database. The instructions for 
completing this paperwork are on the Dickinson College Sports Medicine Website. Coaches 
will communicate with their respective student-athletes regarding the scheduled on-campus 
PPE time slot.

The Dickinson College Team Physicians will make the ultimate decision regarding clearance 
for participation. In the event of a significant medical condition, the team physician may 
withhold a student-athlete from participation until further testing or specialist referrals are 
complete. Although it is rare, a student-athlete may be disqualified from participation by the 
team physician due to a medical condition.

In the event of an injury to a student-athlete, the following NCAA statement regarding the 
removal or withholding of a student-athlete due to injury applies:

“The team physician has the final responsibility to determine when a student-athlete is removed or 
withheld from participation due to an injury or illness. In addition, clearance for that individual to 
return is solely the responsibility of the team physician or that physician’s designated representative.”
**Insurance**

All student-athletes are required to have primary insurance coverage. The college does provide secondary insurance coverage to injuries sustained during athletic participation. It is the student-athlete’s responsibility to file a Secondary Insurance Claim Form following an athletic injury. This form can be found on the Dickinson College Sports Medicine Website. 

http://dickinsonathletics.com/information/Sports_Medicine/index

Student-athletes are encouraged to review the Insurance Memo, which is sent out at the beginning of each academic year.

**General Athletic Training Room Guidelines**

1) Report all injuries and illnesses to the athletic training room staff as soon as possible.
2) No cleats or athletic equipment are allowed in the athletic training room.
3) The athletic training room is co-ed facility. Dress appropriately.
4) No horseplay or foul language is permitted in the athletic training room.
5) No tobacco products are permitted in the athletic training room.
6) Do not remove any supplies from the athletic training room without permission from an athletic trainer.
7) Return any issued equipment (ace wraps, crutches, boots, etc.) when finished.
8) Shower prior to entering cold or warm whirlpools.
9) Student-athletes with open wounds are NOT permitted to enter the whirlpools.
10) Sign or swipe into ATS upon entering the athletic training room.
11) Pick up after yourself. Put away items used during your treatment time.
12) Respect all members of the athletic training staff.

**STUDENT-ATHLETE WELLNESS**

The educational and athletic commitments and challenges facing student-athletes can lead to a significant amount of physical, mental, and emotional stress. A Dickinson College student-athlete is expected to perform at a high level both academically and in their respective sport. In order to achieve and maintain this level of performance, participants should commit to a healthy lifestyle to meet each of these demands on a regular basis. It is important to note that a proper regimen of nutrition, hydration, and rest helps to combat fatigue and prevent risk of injury.

The NCAA Sports Science Institute has created several educational resources specifically for the student-athlete. These can be found online at:

http://www.ncaa.org/sport-science-institute/nutrition-sleep-and-performance-educational-resources

In addition to these online resources, there are also several on campus providers available to meet the needs of the student-athlete. The Wellness Center has licensed medical professionals, psychologists, counselors and a registered dietician on staff. Student-athletes
can contact the Wellness Center directly, to schedule an appointment or stop by during open hours. The hours and phone number for the Wellness Center are listed below.

Dickinson College Wellness Center
Call for appointments: 717-245-1663
Open hours: 11am-12pm, and 2pm-3pm (weekdays)

McANDREWS AWARD
The McAndrews Award is the most prestigious award presented to a Dickinson College student-athlete. In addition to being outstanding student-athletes, the recipients possess strong leadership qualities, demonstrate good sportsmanship, and serve as positive role models for future student-athletes. The award is presented in honor of Richard H. McAndrews, Doctor of Physical Education and beloved member of the Dickinson College faculty from 1911-1961. Each year, one male recipient, and one female recipient are selected by athletic department administration.

LLOYD W. HUGHES SCHOLAR ATHLETE AWARD
Lloyd W. Hughes was a 1934 graduate of Dickinson College. He was an outstanding student-athlete who embraced the pursuit of education in the classroom and success of competition on the playing field. In 1974, he became the 16th member inducted into the Dickinson Athletic Hall of Fame. Hughes was passionate about the importance of the balance between academics and athletics. The award is presented annually to the male and female with the highest cumulative grade-point-average through their first seven semesters, and who have also made a significant contribution to their team.
SPORTS INFORMATION/ATHLETIC MULTIMEDIA
The primary focus of the Sports Information/Athletic Multimedia Office is to increase the visibility of the athletic programs at Dickinson College. The office promotes 25 intercollegiate athletic teams through the management of the department website (dickinsonathletics.com), the publication of printed materials, and the use of social media, video, and photography. Administrators and staff oversee event and media production, and collection/archiving of all statistics and program records. Due to the office’s important role, coaches and student-athletes must fully cooperate in a timely manner when information regarding team schedules, roster updates, and competition results is requested.

Dickinson Athletics – Social/Digital Media and Contacts:
Instagram - @dickinsonathletics
Twitter - @DsonRedDevils
Facebook – Dickinson Red Devils
YouTube – Dickinson Athletics
#DsonRedDevils

Sports Information inquiries: Charlie McGuire, Sports Information Director – mcguire
Digital Media, Branding, Logo inquiries: Christian Payne, Asst. AD Media/Admin. – paynec

Red Devil Sports Network (RDSN)
Founded in 2013, the Red Devil Sports Network (RDSN) is a student organization within the Dickinson College Media Board, that is funded by the Student Senate. RDSN provides opportunities for students to gain valuable experience in all areas of sports information, marketing, and production. The organization produces live video broadcasts of intercollegiate athletic contests, highlight and feature content, and additional marketing materials used to promote Dickinson Athletics. RDSN welcomes Dickinsonians who plan to pursue a career in the sport industry, in areas including but not limited to; broadcasting, video production, design, photography, journalism, public relations, sales, marketing, analytics, and business management.

To learn more, and connect with RDSN, please contact:
Graham Klimley ’19, President - klimleyg
Christian Payne, Faculty Advisor - paynec

Red Devil Sports Network – Social/Digital Media and Contacts:
Instagram - @rdvlssportsnet
Twitter - @rdvlssportsnet
Facebook – Red Devils Sports Network
FACILITIES AND EQUIPMENT

Kline Center
Opened in 1980, the Kline Life/Sports Learning Center is the athletic focal point for the Dickinson College community. In addition to being the athletic home for women's volleyball, men's & women's basketball, men's & women's swimming, men's and women’s squash and men's and women's indoor track, the Kline Center also houses an exercise facility open to the entire college family.

The Kline Center houses an 8 lane, 25-yard competition swimming pool with separate diving well with seating for 350 spectators. In addition, the Kline Center features an exercise/dance studio, a seminar room and the College's athletic offices. Hours for the Kline Center during the academic year:

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<tr>
<th>Day</th>
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<tr>
<td>Monday – Friday</td>
<td>6:00am – 11:00pm</td>
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<tr>
<td>Saturday</td>
<td>8:00am – 9:00pm</td>
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<tr>
<td>Sunday</td>
<td>12:00pm – 11:00pm</td>
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Fitness Center
The 13,000 square foot facility, located within the Kline Center, provides a variety of training options in strength and cardio-respiratory conditioning to support the athletic endeavors of student-athletes and the entire Dickinson College community. An orientation to the facility is required before use. Please call 717-245-1056 to schedule an orientation.

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<tr>
<td>Monday – Thursday</td>
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<td>Friday</td>
<td>6:00am – 9:00pm</td>
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<td>Saturday</td>
<td>9:00am – 7:00pm</td>
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<tr>
<td>Sunday</td>
<td>12:00pm – 10:30pm</td>
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Durden Athletic Training Center
The Durden Center is available to all student-athletes and is open during hours determined by the coaching and athletic department staff. The 22,000 square-foot Durden Center includes separate locker rooms for men’s and women’s lacrosse, football, field hockey, coaches, officials and visiting teams. The facility also features a strength-training and free-weight room, sports-medicine facilities, and equipment room. There is also a team-meeting/conference and event room with a viewing platform overlooking Biddle Field, and an exhibition area to honor Dickinson Athletics.

Durden Athletic Training Center – Weight Room
Use of the Durden Athletic Training Center weight room must be approved, and supervised by a certified coach, staff member, and/or athletic administrator. Durden Athletic Training Center weight room sessions are coordinated and scheduled by athletic department administration. Rules and guidelines are clearly posted inside of the weight room facility and must be followed at all times.
Dickinson Park
Dickinson Park is home to the Red Devil baseball, softball, men’s and women’s soccer, and men’s and women’s cross country teams. Dickinson Park has seen recent renovations to softball and baseball’s MacPhail Field, and is home to Phyllis Joan Miller Memorial Soccer Field. Dickinson Park serves as one of the home courses for cross country and is also used for intramural and club sports. The park features a walking/running trail that is open to the public from dawn until dusk.

Locker Rooms
At the start of the season, student-athletes are provided access to a locker upon request in order to secure all belongings (student-athletes and coaches can request locks through the personnel at the Front Desk of the Kline Center). At the conclusion of the season, participants should remove their locks in a timely manner. If this does not occur, locks will be removed and belongings will be taken to the lost and found area located in the Kline Center. If a player requires a time extension for that locker for whatever reason, he or she should contact one of the equipment managers in a timely manner to prevent having the locks removed.

Team Uniforms and Equipment
Uniform and individual equipment needs will be distributed to each student-athlete at the beginning of the season. Participants are required to take care of each item provided to them by the department. Furthermore, it is the responsibility of the student-athlete to replace all lost items or items damaged outside of normal competition.

Uniform or equipment repairs should be communicated to one of the equipment managers as soon as possible. Immediately upon the completion of an athletic season, head coaches will arrange a time for the equipment managers to college the team’s uniforms and equipment (if applicable).

Team Practices
Team practices that must be conducted indoors at the Kline Center should be arranged between the head coach and the Associate Athletic Director. Practices conducted at outdoor facilities are also reserved through the Associate Athletic Director. Practice time at any of the athletic facilities (indoor or outdoor) is given first to the sport that is in-season, second preference is to the sport that is preparing for their season (pre-season workouts), and third to athletic teams who are participating in their non-traditional season.

Parking
Student-athletes are not permitted to park their cars on Belvedere Street at any time. Cars must be parked in the Kline Center West Parking lot.
PHYSICAL EDUCATION CREDITS
The Physical Education requirement for graduation is as follows:

- Satisfactory completion of four half-semester blocks of physical education; either four fitness activity blocks or three fitness activity blocks, and one cognitive physical education block.
- **Note:** Effective July 1, 2009, students may repeat a physical education activity course one time. Priority during course request will be given to students who have not had the activity previously. Every student must complete the physical education requirement unless excused in writing by the Chair of Physical Education.
- Intercollegiate Athletics Participation can count for one block of physical education credit for each season of varsity sport played. Student-athletes must participate fully as a team member to be considered for Physical Education credit. (effective July 1, 2009)
- Club Sport Credit Participation can count for a maximum of two blocks subject to club approval by the Department of Physical Education.
- ROTC Participation can count for one block of physical education credit for each year the student remains in the program. (effective July 1, 2009)

ATHLETIC DEPARTMENT EVALUATIONS

**Student-Athlete Evaluation**
At the conclusion of a team’s season, the department will provide a link to team specific, online evaluation form to student-athletes, delivered through Dickinson email. Student-athletes are encouraged to attend a scheduled team session in a campus computer lab to complete the evaluation. These sessions are proctored by an athletic administrator and/or Faculty Athletic Representative (FAR). Responses are anonymous. Results are recorded in an aggregate document, archived, and utilized by the Director of Athletics.

By participating in this process, student-athletes help to continuously improve all aspects of our intercollegiate athletics programming. Although this is an important part of the evaluation process, student-athletes are strongly encouraged to speak with their coaches throughout the season to discuss any suggestions for the improvement of the team and department.

Coaches are also encouraged to conduct a season-ending meeting as another evaluation method. This provides an opportunity for participants to address comments or suggestions to the team, recognize the accomplishments of all team members, and build towards the following season.

**Student-Athlete Exit Interview**
Student-athletes who will be transferring from the institution before graduation will receive a meeting notice from the department to participate in an exit interview related to his or her educational, student life, and intercollegiate athletic experiences at Dickinson College.
discussion will be facilitated by a member of the departmental staff and will provide the participant with the opportunity to express their comments and suggestions. Student-athlete exit interviews are informal but provide valuable information in assessing the athletic programs.

TIME MANAGEMENT
How well you manage your time can play a critical role in your academic and athletic accomplishments. Successful student-athletes will develop a plan for how to stay on top of schoolwork, minimize stress and get enough sleep. Here are the top 5 suggestions for how student athletes can make the best use of your time:

1) Develop a Weekly Schedule – Fill in when you have classes, practices and other obligations. Then use the gaps between classes and before practice to assign time to work on each class. Professors expect students to allocate 2-3 hours of work time for each class. Commit to your class prep time as you would a class or practice, and use daylight hours as much possible. This is particularly important for student-athletes who will not be able to perform at the optimal level in the evening following a lengthy practice or competition.

2) Enter all your tests and papers onto a Semester Calendar – Gather information from each syllabus to consolidate all your tests and due dates onto one Semester Calendar so that you can see how they converge and plan ahead. Then establish mini-deadlines so that you’re staying on task to complete long-term projects.

3) Use a Planner – It can be paper or electronic. Enter all your competitions, tests and assignment due dates. While your weekly schedule is for planning when to study, your weekly planner is to note what tasks you need to do for each class. Set aside time every Sunday to fill in what you need to work on for each class prep time (e.g., read Chapters 1-2, create outline for paper, etc.). If you use an electronic planner, set reminders to keep you on track.

4) Break Big Tasks into Smaller Ones – This is how best to combat procrastination. Break papers down into manageable goals, like “find 3 examples to support thesis.” To prepare for big exams, create study guides each week to stay on top of all you’ll need to remember.

5) Use Your Resources – Instead of wasting time struggling, make time to go to professors’ office hours, study with a friend or teammate, seek assistance from the Writing Center or a Peer Tutor. For time management planning, connect with a
Peer Advisor or attend a **Free Study Skills Workshop**. Tools and guidance can be found at [www.dickinson.edu/learningskills](http://www.dickinson.edu/learningskills).

Many student-athletes report that they are actually more academically successful in season when they are at the pinnacle of their time management game.

**IMPORTANT CAMPUS RESOURCES**

Below is a list of services available to assist student-athletes. For a detailed description of the services that are provided, please consult the Student Handbook available at the Office of Student Activities or the Dickinson College Bulletin:

**Office of Student Activities**
Holland Union Building: College and Louther Streets  (717) 245-1671

The Office of Student Activities provides Dickinson students with diverse and challenging opportunities to enhance their educational experience, support their development as citizens, scholars and leaders within the college, and prepare them to become citizen leaders in a larger global community. Dickinson students participate in a wide array of activities on campus. Co-curricular opportunities enable students to develop and strengthen their values and interests through intellectual, athletic, cultural, and social experiences. Leadership programs provide students with skills, training, and experience to help them guide their peers and the college community. Determining budget priorities for student organizations, participating in all-college committees, establishing campus policies, planning campus-wide events, and interviewing candidates for faculty and administrative positions provide students with meaningful learning and community experiences which involve them in the decision-making processes of the College.

**Counseling Center**
Cherry and Louther Streets  (717) 245-1663

The Counseling Center professionals offer individual psychotherapy and outreach services which help students with personal concerns, such as adjustment to college, depression, anxiety, relationship problems, and a variety of other difficulties. Therapy groups are occasionally offered on topics of interest to students.

Board-certified psychiatrists are available for students needing evaluation or medication. Individual assessment and referral are provided for students abusing alcohol or other substances. In conjunction with the Public Safety Office and the Office of Student Life, 24-hour crisis intervention services are available for students experiencing psychological emergencies.

**Student Health Services**
Cherry and Louther Streets  (717) 245-1663

The Health Center is open six days a week and staffed by nurse practitioners, a registered nurse, and physicians. Carlisle Regional Medical Center emergency department is open and
staffed 24 hours a day. A transportation service is available for non-emergency medical transportation to the hospital, doctor's offices, physical therapy, and pharmacies. This service can be accessed through the Department of Public Safety or Health Services.

Public Safety
162 Dickinson Avenue (717) 245-1349
The Dickinson College Department of Public Safety provides security services 24-hours-a-day, seven-days-a-week by foot, car, and bicycle with a staff of commissioned private police officers headed by a Chief of Police. Public Safety enforces College regulations and state and local laws on campus. Officers provide a number of services including basic self-defense classes (RAD) and educational programs. All residence halls are locked 24 hours a day, requiring use of a key for entry. A telephone intercom system is located at the main entrance to most residence halls for guests to contact residents for access. All student rooms have individual locks for use by the occupants. Residents are encouraged to lock their rooms at all times.

The Safe Ride/Safe Walk program provides members of the community with individuals who will accompany you to any College location. You don't have to walk alone at night on campus. Safe Ride/Safe Walk has direct communication with the Department of Public Safety. This service can be reached at 717-245-1349. Students are also encouraged to contact Public Safety if they see someone suspicious on campus.

If you are in need of assistance, pick up any campus telephone and dial 1111. Public Safety Dispatch personnel will provide assistance and send an Officer to your location as needed. Code Blue phones are located at various locations throughout the campus and may be used for emergencies or if information is needed. These phones are clearly marked and are direct lines to Department of Public Safety Dispatch.

Career Center
Biddle House (717) 245-1740
The Career Center provides comprehensive career services to all students and alumni, and specializes in helping students take advantage of the skills they develop through their liberal arts education. Students are encouraged to visit the Career Center throughout their four years at Dickinson to take advantage of all the opportunities available. The list of services includes:

- Career Counseling and Development Activities
- Recruiting Services
- Internships and Field Experiences
- Graduate and Professional School Advising

Academic Advising
Dana Hall (717)245-1080
Entering students are assigned to academic advisers who are faculty members or administrators. Normally students continue with those advisers until they are ready to
declare major fields of concentration, in the sophomore year. When declaring the major, each student requests or is assigned an adviser in the major field. Students are encouraged to seek advice from special advisers for help with planning for professional and graduate study, internships, off-campus study, and careers. Additionally, students may discuss academic concerns, planning for majors, and preparations for graduate studies with any member of the faculty. All faculty members maintain office hours when students are welcome to take questions to them and seek their advice on academic matters.

A student who has questions and would like to consult with someone other than their faculty adviser is encouraged to speak with a representative in the Advising Center in Biddle House. A student considering taking a leave of absence or withdrawing from the College may discuss these options with the Director or Associate Director of Advising.

The Writing Center
Waidner-Spahr Library (Lower Level) (717) 245-1620
The Writing Center, located in the Waidner-Spahr Library, is a resource to assist students in all courses from First-Year Seminar to senior seminar. Writing Center consultants are Dickinson students trained to be critical and sympathetic readers of writing in progress. They help students see their writing from a fresh perspective and assist them in the process of revising and improving their writing. In one-on-one conferences, consultants work with students to examine the requirements of an assignment; analyze a paper's thesis, organization, argument, and evidence; and recognize the importance of appropriate style, tone and diction. Consultants are available to work with all students on a walk-in basis and with particular students in courses that emphasize writing as an essential aspect of learning.

The Dickinson College Library
(717) 245-5121
Dickinson College possesses one of the finest liberal arts college libraries in the United States. Its main building, the Waidner-Spahr Library, was renovated in 1998 by Perry, Dean, Rogers of Boston and features over 125,000 square feet on three floors. It includes group study rooms, individual study carrels, electronic classrooms, and a wide variety of reading and study spaces. The library offers over 100 public computing workstations, connections to the campus network throughout the building, and a wireless computing network. The library’s 26 librarians and support staff actively assist faculty and students through services such as reference assistance, in class instruction and individual consultations. The Dickinson College Library also operates several branch locations, most notably Physics, Chemistry and Biology.
Top Ten Things to Know About NCAA Division III Rules

1. Academics come first. This is the highest priority at Dickinson, and in Division III.
2. In a typical seven-day week, student-athletes must be provided one complete day off from athletic related activities.
3. Please visit the NCAA website for a list of banned substances. It is the responsibility of the student-athlete to investigate NCAA banned substances.
4. If you exhibit an attempt to professionalize (signing a professional or semiprofessional contract, i.e. non-amateur), you forfeit your eligibility.
5. Do not accept extra benefits (correlating with athletics participation) from any provider (e.g. representatives of the College, alumni, agent-like persons, former coaches, etc.).
6. Captain’s practices must be arranged and executed by student-athletes only. These cannot be directed or influenced by a coach and cannot be required during an off-season or off-day time periods.
7. Sport and athletically related activities outside of a traditional, and non-traditional season cannot be mandated by a coach.
8. Do not miss class because of an athletic practice or meeting.
9. Find all current NCAA bylaws online at ncaa.org and/or in the athletic department office.
10. If you participate on an athletic team/program outside of Dickinson College, this can affect your eligibility to participate for the College. Please check with your coach and administrators before participating for a team/program that is not affiliated with Dickinson College.
Top Ten Things to Know About Dickinson Athletics

1. Student-athletes assume responsibility to communicate with professors, regarding missed class or meeting times due to athletic contests. Please inform your professors in writing, as far in advance as possible about missing class due to an athletic contest. Missing class for practice is not permissible.

2. According to NCAA policy, student-athletes must be in good academic standing, as defined by the institution. At Dickinson College, to be in good academic standing, first-year students must earn at least a 1.75 cumulative grade point average (GPA). All other students must earn at least a 2.00 cumulative GPA to be in good academic standing. In order to graduate, a senior must have a minimum cumulative GPA of 2.00.

3. Dickinson Student-athletes are permitted to register for a 1.0 credit hour activity course for their sport participation. Each student-athlete is allowed a total of four activity class participatory credits.

4. Athletic training services are provided to all in-season student-athletes for pre-practice preparation. All other services are provided by appointment only.

5. SAAC (Student-Athlete Advisory Committee) promote communication between student-athletes and the Athletics Department.

6. At Dickinson, we are proud to benefit from some of the best athletic facilities in Division III. Our athletic facilities are shared with the general Dickinson community.

7. It is a privilege to participate in intercollegiate athletics at Dickinson, not a right. Policies, rules and guidelines are determined by the needs of each individual sport program.

8. Dickinson student-athletes will not be discriminated against on the basis of race, religion, ethnicity, sex, gender identity, or sexual orientation.

9. Dickinson’s athletic department maintains an inclusive, engaging environment in which athletics activities are co-curricular and an integral part of the student-athlete’s educational experience.

10. Follow @dickinsonathletics on Instagram, @DsonRedDevils on Twitter, and Dickinson Red Devils on Facebook. Check in to dickinsonathletics.com for all Red Devil news. Share on social media with #DsonRedDevils

GO RED DEVILS!