Student-Athlete Employment Policy

Student-athletes are permitted to work on- or off-campus at any time while attending Yale University. However, please remember the following when making decisions about employment:

- The student-athlete’s compensation cannot be affected by the value or utility that a student-athlete may provide for the employer because of the publicity, reputation, fame or personal following that he or she has obtained because of athletics ability;
- The student athlete may only be compensated for work actually performed; and
- The student athlete is to be compensated at a rate commensurate with the going rate in the locality for similar services.
- If student-athlete plans to work on a commissions basis he or she must disclose this to the Compliance Office and receive approval prior to beginning employment.
- The student-athlete is responsible for complying with employment rules and are required to report any irregular compensation or benefits.

Internal Employment

- A student-athlete may complete work-study hours in the athletics department.
- A student-athlete may not be hired in any capacity by the sport he/she participates in unless eligibility has been exhausted and/or the student-athlete suffered a career-ending injury and they have been removed from the active roster.

Camp & Clinic Employment

- A student-athlete employed by a camp/clinic, including institutional camp/clinic, must be pre-approved to do so by the Compliance office.
- A student-athlete who only lectures or demonstrates at a camp/clinic may not receive compensation for his/her appearance at the camp/clinic.
- A student-athlete with remaining eligibility may not conduct his/her own camp/clinic, but may conduct fee-for-lesson instruction.

Self-Employment

- A student-athlete may receive compensation for teaching or coaching sport skills or techniques in his or her sport on a fee-for-lesson basis in accordance with bylaw 12.4.2.1
- A student-athlete is not permitted to use his or her name, picture, or appearance to promote or advertise the availability of fee-for-lesson sessions.
- A student-athletes seeking fee-for-lessons must meet with the Compliance Office prior to conducting lessons.

Student-Athlete Employment Procedure

Student-athletes who are currently employed or decide to seek employment, must:

1) Complete the Student-Athlete Employment form;
2) The student-athlete, employer, and head coach must sign completed form; and
3) Submit all completed forms to the Compliance Office.

*Just Ask if you have any questions regarding student-athlete employment.*