Student-Athlete Handbook
# PERA: Policies, Procedures, and Regulations

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## Section 1: Introductory Information
- Welcome letter from Director
- Mission Statement PERA
- General information
- PERA Administrative & Coach Contact Information

## Section 2: Institutional, Conference and Association Statements
- Non-Discrimination Policy
- NEWMAC Conference Sportsmanship Statement
- NCAA Core Values
- NCAA Sportsmanship Statement

## Section 3: Policies Regarding Student-Athlete Conduct
- Student-Athlete Conflict Concerns
- Drug & Alcohol Policy
- Hazing Policy
- Social Media

## Section 4: Student-Athlete Resources
- Health Services
- Stone Center
- Varsity Sport Participation of Transgender Student-Athletes
- Athlete Mentors
- Student Athlete-Advisory Committee (SAAC)

## Section 5: Compliance, Eligibility and Participation Policies
- Compliance and Eligibility
- Academic Calendars
- Practice Policies
- Team Travel Policies
- Drug Testing

## Section 6: Departments Supporting Intercollegiate Athletics
- Varsity Strength & Conditioning
- Sports Medicine
- Varsity Equipment Room

## Section 7: Awards & Recognition
- Barbara Barnes Hauptfuhrer Scholar Athlete Award
- Four Year Participation Award
- Joy Rejilian-Burgy Inspirational Award
- Outstanding Senior Athlete
- PERA Director’s Award
- PERA Most Outstanding Contribution Award
- Rookie of the Year

## Section 8: NCAA Leadership Programs
- Career in Sports Forum
- NCAA postgraduate Internship Program
- Division III Student Immersion Program

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04.30.2018
Dear Student-Athlete,

Welcome to Blue Nation! From athletics, academics, service, and more, you play an integral part in continuing, and building upon, Wellesley’s tradition of excellence. While you will inevitably excel on the field, course or court, you will also be pursuing the highest levels of academic success. While this can be challenging to balance at times, I assure you it is possible.

While competing on behalf of Wellesley at the local, regional and national level, you will also be provided with opportunities to achieve your potential and learn the values of discipline, leadership, critical thinking, and responsibility to oneself and others. Take advantage of those opportunities.

As a student-athlete, you are an ambassador of the College and a role model to those around you, thus paving the way for the next generation of Wellesley student-athletes. Thank you for your commitment to our programs; in return, we will work on your behalf to provide a safe, student-focused community. We are committed to your development as a student, an athlete and citizen of the world.

If there is ever anything that our team of coaches and administrators can do to help you, please don’t hesitate to let us know. I am looking forward to cheering you on as you accomplish your goals at Wellesley.

Go Blue!
Bridget Belgiovine
Chair/Director
Wellesley College Physical Education, Recreation and Athletics

04.30.2018
Mission Statement PERA
The Department of Physical Education, Recreation and Athletics is charged with developing students’ skills and knowledge in physical activities. This base of knowledge and skills is considered an essential component of a liberal arts education at Wellesley College and is required of all students for completion of their degree. The department provides three approaches to develop students’ skills and knowledge:
- Physical Education: instructional classes
- Recreation: club sports, intramurals, and leisure activities
- Athletics: intercollegiate teams

General information
Please refer to the following link for the Wellesley College Athletics Faculty/Staff Directory

Mailing Address:
Keohane Sports Center
106 Central Street
Wellesley, MA 02481

Phone Numbers:
Switchboard: 781-283-1000 or 781-283-4000
Fax: 781-283-3641
Athletic Training Fax: 781-283-3629

PERA Administrative & Coach Contact Information
For the most updated PERA staff directory, please refer to Wellesley College Athletics Faculty/Staff Directory

Institutional, Conference and Association Statements

Non-Discrimination Policy
Wellesley College is committed to providing equal opportunity in employment and education to all employees, students, and applicants. No employee or student shall be discriminated against or harassed on the basis of race, religion, color, sex, age, ethnic or national origin or ancestry, veteran status, physical or mental disability, pregnancy, sexual orientation, gender identity or expression, genetic information, veteran or military status, membership in Uniformed Services, or any category protected by applicable state and federal laws. The same principles apply to admissions policies and practices concerning women applicants. Similarly, Wellesley College is committed to making its programs and campus accessible and compliant with all applicable nondiscrimination laws. For the full policy, please see General Policies at Wellesley College.
NEWMAC Conference Sportsmanship Statement

The NEWMAC Student-Athlete Advisory Committee asks all participants and fans to support our shared goal of promoting positive sportsmanship and cultivating an enjoyable sporting environment. We ask that you do not make disparaging remarks or negatively single out anyone by name or number. We compete with honor and integrity and we take pride in these values. Thank you for respecting our hard work and dedication to the spirit of Division III and NEWMAC athletics.

NCAA Core Values & Sportsmanship Statements

NCAA Core Values
The Association - through its member institutions, conferences and national office staff - shares a belief in and commitment to:

❖ The collegiate model of athletics in which students participate as an avocation, balancing their academic, social and athletics experiences
❖ The highest levels of integrity and sportsmanship
❖ The pursuit of excellence in both academics and athletics
❖ The supporting role that intercollegiate athletics plays in the higher education mission and in enhancing the sense of community and strengthening the identity of member institutions
❖ An inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds
❖ Respect for institutional autonomy and philosophical differences
❖ Presidential leadership of intercollegiate athletics at the campus, conference and national levels

NCAA Sportsmanship Statement
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.

04.30.2018
Policies Regarding Student-Athlete Conduct

Student-Athlete Conflict Concerns

The Department of Physical Education, Recreation, and Athletics is committed to providing a positive athletic experience within the framework of a Wellesley education. PERA aims to develop leadership and teamwork skills, in addition to dedication to both sport and academics.

PERA recognizes that conflict is inevitable in any team, department and/or institution and the department is committed to providing an environment where grievances may be voiced so that progress can be made in the future in accordance with team, department, and institution policy.

First steps to address conflict:

1. Speak directly to the party or parties involved. For example, if you have a conflict with a teammate, talk with them directly. Communication is the key to avoiding and resolving all conflicts.
2. If the conflict is with team leaders or the team in general, speak with the coach. Your coach is a vital resource to helping you through your Wellesley academic and athletic career.
3. If the conflict is with the coach or attempts to resolve an issue have been repeatedly unsuccessful, make an appointment with the Senior Associate Athletic Director and/or Director of Athletics to discuss your concerns.

Drug & Alcohol Policy

Additionally, note that each team’s alcohol policy differs from sport to sport. Typically, coaches, team leaders and the team as a whole will review the policy before each season.

Hazing Policy

Hazing is a violation of Wellesley College policy and Massachusetts law. Wellesley College is committed to providing an environment of well-being, learning, and accountability for its members. To this end, the Wellesley College Hazing Policy is grounded in three community standards derived from the Honor Code that applies to both individuals and groups.

1. Compliance with governing law and College policies;
2. Respect for this community, through the prevention/zero tolerance of hazing;
3. Accountability for reporting

This policy informs students of their individual and community responsibilities regarding hazing, the college's response to Hazing Policy violations, and the resources available for addressing concerns related to hazing or suspected hazing. Wellesley Campus Police and the Division of Student Life have primary responsibility for enforcement of this policy. The Dean of Students and/or her designee will impose or modify sanctions for violations of this policy, as they deem appropriate in their sole discretion. This policy applies to all Wellesley students whether they are on or off the Wellesley campus.

For further questions about hazing, please see here for full policy information and resources.

Social Media

Wellesley Athletics recognizes and supports its student-athletes’ First Amendment right to free speech, however, playing and competing for Wellesley is a privilege and not a right. Student-athletes represent the college and are expected to conduct themselves in a manner that is appropriate at all times, both in face-to-face interactions and online. Appropriate online actions also extend to social media platforms such as Facebook, Twitter, Instagram, Snapchat, LinkedIn and YouTube.
Student-athletes should understand that anything posted online is available to anyone in the world. Any text or photo placed on a social media site can be used against them in a court of law, regardless of whether privacy settings restrict who can initially view the material. All postings on social media websites must be consistent with federal and state laws, as well as NCAA, college and team rules. Inappropriate content can affect a student-athlete’s eligibility as well as their job prospects with future employers.

**Student-Athlete Resources**

**Health Services**
Wellesley College Health Service is an outpatient clinic located next to the Science Center in the Simpson Building. During Clinic hours, physicians, nurse practitioners, and nurses provide primary medical and gynecologic care to enrolled students, regardless of insurance. There is a small on-site laboratory where a variety of lab tests may be performed. When indicated, consultations with specialist are available both locally and in Boston.

**Stone Center**
At the Counseling Service, ongoing attention is paid to multicultural awareness and training by a staff that is diverse in ethnic origin and sexual orientation.

A primary commitment of the Counseling Service is the promotion of mental health. We approach this from a belief that one's development is influenced by personal history and the larger social environment. Thus, we pay attention to the individual needs of students in the context of their functioning at Wellesley College. We also focus, from a community perspective, on the needs of the College at large in order to foster a collaborative relationship with all segments of this institution. This collaboration is geared toward fostering a social and academic milieu that is enriching and holding for student life.

For a full list of campus resources see here.

**Varsity Sport Participation of Transgender Student-Athletes**
Wellesley will sponsor women’s varsity teams and will generally follow NCAA guidance [1] with regard to the participation of transgender and transitioning students, including the following:

❖ A student-athlete who is not taking medically prescribed testosterone related to gender transition may participate on a women’s team.
❖ A student-athlete being treated with testosterone suppression medication related to gender transition may compete on a women’s team after completing one calendar year of medically documented testosterone suppression.

**Athlete Mentors**
The Athlete Mentors (AMPS) are made up of returning varsity student-athletes who aim to support incoming first year student-athletes in their transition to college athletics. AMPs act as resources for their first year groups while fostering a fun and positive environment during this year of transition. Programming ranges from informal conversations over lunch to dodgeball study breaks during finals. The AMPs additionally lend their experience to assist with facilitation of LeadBLUE Leadership Academy programming.

**Student Athlete-Advisory Committee (SAAC)**
The Student Athletic Advisory Committee (SAAC) at Wellesley College serves as the voice of student-athletes in the governance of intercollegiate athletics. Specifically, the members of SAAC work to promote effective communication between student-athletes and the Wellesley College athletics administration, support the health and well-being of student-athletes, foster a strong sense of community both within the department and across

04.30.2018
campus as a whole, give back to the college and surrounding community through service efforts, and maintain a positive image of student-athletes on campus and within the community at large.

**Compliance, Eligibility and Participation Policies**

**Compliance and Eligibility**

To insure fairness in NCAA competition, various standards have been developed regarding initial eligibility, good academic standing, progress toward degree requirements and conduct by student-athletes, coaches and athletics administration. In addition to the annual completion of required forms, PERA also offers regular educational session and access to resources to insure compliance with NCAA bylaws. Most importantly, when questions arise about any matter related to eligibility, all members of the department are encouraged to contact the [Senior Associate Director of Athletics](mailto:senior_associate_director_of_athletics@wellesley.edu) for additional information.

**Academic Calendars**

For Wellesley’s Academic Calendar, please see [Registrar Calendars](mailto:registrar_calendars@wellesley.edu).

**Practice Policies**

Team practices vary depending on the sport. Each head coach will review the schedule with you and try to find times that work with everyone’s academic schedule. The NCAA requires that student-athletes be given one day off per week when classes are in session. **Students should never miss class for a practice.** If you do have a class that conflicts with practice you should inform the coach immediately so that she/he is aware that you may be late or may not be able to attend at all. Your head coach will provide further instruction about missed practice time.

**Team Travel Policies**

All team members are required to travel with the team to and from away contests. In the event that a student has an academic conflict that prevents them from traveling with the team, they should notify the coach as soon as they are aware of the conflict. Departure times are determined by taking into consideration class times, the amount of time it takes to travel to the contest site at the time of day that the team is leaving, and the time required for an adequate warm-up prior to the contest. Every attempt is made to avoid missing class time. Teams return to the college immediately after the contest has concluded.

**Drug Testing**

Drug testing occurs at any round of NCAA play, including regional rounds. Student-athletes with questions should speak with Sports Medicine for specific questions regarding the banned substance list (which includes prescription and over-the-counter medicines) as it changes frequently.

**Departments Supporting Intercollegiate Athletics**

**Varsity Strength & Conditioning**

The Wellesley College Sports Performance coaches design and implement training programs for Varsity Athletic teams. The certified strength and conditioning coaches are permitted to design and conduct strength and conditioning session with varsity student-athletes both in and out of season throughout the academic year. Strength and conditioning coaches are permitted to provide varsity student-athlete programming; however, not conduct session outside the academic year.

04.30.2018
Sports Medicine
Wellesley College Sports Medicine supports the ongoing education of varsity student-athletes through the Wellesley College Athletics Department Mission with a commitment and service to the student athlete's physical, emotional, and mental well-being.

The Wellesley College Sports Medicine Department strives to provide quality healthcare services to all student-athletes in the intercollegiate athletic program at Wellesley College. The certified athletic trainers work closely with the team physician, Health Services, and other associated medical personnel to provide consistency and continuity of care to each student-athlete. Certified athletic trainers are responsible for prevention of injuries, evaluation and disposition of injuries, first aid and emergency care, as well as designing rehabilitation programs for student-athletes. Our ultimate goal is to properly manage injuries in order to ensure a healthy, safe, and expedient return to pre-injury function and participation.

Varsity Equipment Room
Front Desk services for Varsity athletic teams includes all components of practice gear, team uniform pieces, and locker/lock assignments in dedicated team spaces in the General Student Locker room. This includes fitting, ordering, laundering, repairing/replacing, and storing. Assistance with planning and processing Team Orders is also provided.

Awards & Recognition

Barbara Barnes Hauptfuhrer Scholar Athlete Award
Awarded annually to that Wellesley Senior Varsity Student-Athlete who best combines excellence in scholarship, leadership, sportsmanship, and athletic achievement.

Four Year Participation Award
Participation in Wellesley College varsity athletics over the course of a student's entire career requires sacrifice, dedication and perseverance. As a visible symbol of this dedication, the graduation stole recognizes all graduating senior student-athletes.

The 4-Year Student-Athlete Participation Award is given to those varsity student-athletes who have participated on a Wellesley College varsity intercollegiate athletics team for all four years, during all the team's competitive seasons. The competitive season is defined as the segment of the season in which competitions that count toward the team’s overall record occurs.

Student-athletes earning the four-year participation award are recognized for their exceptional participation and commitment to varsity athletics.

Joy Rejilian-Burgy Inspirational Award
Awarded to a Varsity Student-Athlete who has overcome a significant personal circumstance to participate in athletics.

Outstanding Senior Athlete
Awarded to the most outstanding Senior Varsity Student-Athlete for their athletic accomplishments over the course of their entire Wellesley College athletic career.

PERA Director’s Award
Awarded by the Department of Physical Education, Recreation & Athletics to those students who have made significant and positive contribution for a minimum of two years to the athletic programs and demonstrated by
her vital involvement in one or more of the following four areas: sports information, event management, athletic training, and/or recreation.

**PERA Most Outstanding Contribution Award**
Awarded to that student who has made significant and positive contribution to the PERA department as demonstrated by her vital involvement.

**Rookie of the Year**
Awarded to a traditional First-Year Varsity Student-Athlete based on athletic performance.

**NCAA Leadership Programs**

**Career in Sports Forum**
NCAA brings together 200 student-athletes to learn and explore potential careers in sports, with the primary focus on college athletics.

**NCAA Postgraduate Internship Program**
The NCAA Postgraduate Internship Program annually provides on-the-job learning experiences at the national office in Indianapolis to college graduates who are passionate in their pursuit of a career in college sports administration. With a focus on ethnic minorities, women and former student-athletes, this yearlong program gives insight to the inner workings of college sports from the national perspective.

**Division III Student Immersion Program**
The selected students are fully funded to attend the Convention, and they are exposed to Division III, its members and its governance process. In addition to the scheduled Division III programming, grant recipients receive DiSC training, and attend welcome and debrief meetings. The goal is to build a pipeline of talented ethnic minority candidates, with an interest in Division III coaching and/or administration, in an effort to ultimately diversify the division.

The Division III Student Immersion Program is held annually in conjunction with the NCAA Convention. Ethnic minority students, preferably juniors and seniors, with a strong interest in a career in Division III athletics (coaching and/or administration) are encouraged to apply.