INTERCOLLEGiateAthletics
STUDENT-ATHLETE
HANDBOOK

2018-2019
Welcome!

Welcome to the Bridgewater State University Athletic Program – The Bears! It takes a great deal of commitment to be a student-athlete, both on the field/court and off. Our student-athletes are leaders on campus as well. It is not unusual for student-athletes to hold leadership positions on campus including Peer Mentors, Resident Assistants, Orientation Leaders, and many, many more. This is an exciting time for the growth of the university, and specifically, intercollegiate athletics, and we are excited that you are a part of it.

This handbook is designed to help you enjoy your team experience even more by giving you important information about the intercollegiate athletic program. If you have questions, feel free to ask your coach or me for more information.

The best of luck with your athletic pursuits!

Marybeth Lamb, PhD
Director of Athletics and Recreation
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1. **INTRODUCTION**

Intercollegiate Athletics at Bridgewater State University provide the opportunity for student-athletes to develop their special interests and talents while further developing their physical, mental, and social potential.

The intercollegiate varsity athletics program at Bridgewater State University encompasses twenty-one different sports for men and women. The program has been developed to meet the needs, interests, and capabilities of all students at Bridgewater. It is a vital part of the total college experience.

The teams compete under the principles of the National Collegiate Athletic Association (NCAA). In addition to fielding teams in Division III of the NCAA, Bridgewater State University is a member of the Massachusetts State Collegiate Athletic Conference (MASCAC). Some teams also compete in conferences or leagues specific to their sports including the Little East Conference, New England Wrestling Association, New England Wrestling Association, New England Intercollegiate Swimming and Diving Association, N. E. Division III Cross Country and Track and Field Association and the Intercollegiate Horse Show Association.

As a student-athlete, it is expected that you will adhere to all department, conference and NCAA guidelines, regulations in addition to federal, state, University policies, and procedures. In addition, the Department of Athletics and Bridgewater State University reserves the right to interpret, amend and alter the guidelines and regulations contained herein

1.1. **Mission Statements & Philosophies**

1.1.1. **University Mission Statement**

As the comprehensive public university of Southeastern Massachusetts, Bridgewater State University has a responsibility to educate the residents of Southeastern Massachusetts and the commonwealth, and to use its intellectual, scientific and technological resources to support and advance the economic and cultural life of the region and the state. The full mission statement can be found at http://www.bridgew.edu/the-university/president-leadership/mission-university

1.1.2. **Division of Student Affairs and Enrollment Management Mission Statement**

The Division of Student Affairs and Enrollment Management promotes, develops, and advocates for the student co-curricular experience to advance students’ persistence to graduation. We guide students through various transitions, engage students through inclusive and challenging learning environments, and inspire students to build meaningful lives.

1.1.3. **Bridgewater State University Athletics & Recreation Mission Statement**

To provide inclusive intercollegiate athletics and recreational programs that contribute to the recruitment, retention, and graduation of a diverse student body. We develop leaders, encourage community engagement and strengthen the overall social fabric of the university.
1.1.4. **Department of Athletics & Recreation Vision Statement**

Guide and mentor all students on their path to success and excellence.

1.1.5. **NCAA Division III**

Colleges and universities in Division III place 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 athletics activities are conducted as an integral part of the student-athletes educational experience. They also seek to establish and maintain an environment that values cultural diversity and gender equity among their student-athletes and athletics staff.

To achieve this end, Division III institutions:

a) Expect that institutional presidents and chancellors have the ultimate responsibility and final authority for the conduct of the intercollegiate athletic program at the institutional, conference and national governance levels; (Adopted: 1-16/10 effective 8/1/10)

b) Place special importance on the impact of athletics on the participants rather than on the spectators and place greater emphasis on the internal constituency (student, alumni, institutional personnel) than on the general public and its entertainment needs;

c) Shall not award financial aid to any study on the basis of athletics leadership, ability, participation or performances; (revised: 7/24/07)

d) Primarily focus on intercollegiate athletes as a four-year, undergraduate experience (Adopted: 1/14/12)

e) Encourage the development of sportsmanship and positive societal attitudes in all constituents, including student-athletes, coaches, administrative personnel and spectators;

f) Encourage participation by maximizing the number and variety of athletics opportunities for their student;

h) Assure that the actions of coaches and administrators exhibit fairness, openness and honesty in their relationships with student-athletes;

h) Assure that athletics participants are not treated differently from other members of the student body.

i) Assure that student-athletes are supported in their efforts to meaningfully participate in nonathletic pursuits to enhance their overall educational experience; ( Adopted 1/14/12)

j) Assure that 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; (Revised: 1/9/06 effective 8/1/06)

k) Assure that athletics recruitment complies with established institutional policies and procedures applicable to the admission process (Adopted: 1/12/04 effective 8/1/04)

l) Exercise institutional and/or conference autonomy in the establishment of initial and continuing eligibility standards for student-athletes; (Adopted 1/12/14)

m) Assure that the academic performance of student-athletes is, at a minimum, consistent with that of the general student body; (Adopted 1/9/06 effective 8/1/06)
n) Assure that the admission policies for student-athletes comply with the policies and procedure applicable to the general student body; (Adopted: 1/9/06 effective 8/1/06)

o) Provide equitable athletics opportunities for males and females and give equal emphasis to men’s and women’s sports.

p) Support ethnic and gender diversity for all constituents; (Adopted: 1/12/99)

q) Give primary emphasis to regional in-season competition and conference championships; and

r) 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 (2018-2019 NCAA DIII Manual)

1.1.6. **MASCAC Mission Statement**

The purpose of the Massachusetts State Collegiate Athletic Conference is to provide a comprehensive program of athletics for all State Universities. The objective underlying this purpose is to create a healthy atmosphere of competition and rivalry between the Universities and their student bodies while fostering the values of cooperation, leadership, courage, self-discipline, sportsmanship, diversity and self-reliance among the participating student-athletes. ([https://www.mascac.com/information/Mission_Statement](https://www.mascac.com/information/Mission_Statement))

1.2. **Gender Equity and Title IX**

Bridgewater State University views the opportunity for its students to participate in intercollegiate, club and intramural programs as a valued means by which to accomplish the aim of physical well-being and is committed to administering these programs in a manner that is gender equitable. The fundamental principle underlying gender equity in athletics is to ensure equal access, participation, and support for men and women alike.

Title IX refers to a section of federal law, The Education Amendments of 1972, which prohibits discrimination on the basis of gender in educational institutions that receive federal funds.

More recently, Title IX is being referenced in regards to guidelines surrounding sexual assault and harassment based on gender, gender identity, race and ethnicity. As a part of the Clery Act, members of the Athletics & Recreation Department are classified as Campus Security Authority.

The Senior Woman Administrator (SWA) in athletics is available to provide specific information on the University and department policies involving gender equity issues in athletics.
### 1.3. Athletics Contacts / Information

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Mr. Fred Clark</td>
<td><strong>508-531-1201</strong></td>
</tr>
<tr>
<td><strong>Vice President for Student Affairs</strong></td>
<td><strong>Dr. Joe Oravecz</strong></td>
<td><strong>508-531-1278</strong></td>
</tr>
<tr>
<td>Director of Athletics and Recreation</td>
<td>Dr. Marybeth Lamb</td>
<td><strong>508-531-1352</strong></td>
</tr>
<tr>
<td>Assoc. Director of Athletics – Intercollegiate Prgms</td>
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<td><strong>508-531-2350</strong></td>
</tr>
<tr>
<td>Assoc. Director of Athletics – Academic Support and Compliance</td>
<td>Susan Crosby-Tangen</td>
<td><strong>508-531-2280</strong></td>
</tr>
<tr>
<td>Assoc. Director of Athletic – Operations</td>
<td>Glenn Gonsalves</td>
<td><strong>508-531-2297</strong></td>
</tr>
<tr>
<td>Faculty Athletics Representative</td>
<td>Dr. Robert MacMillan</td>
<td><strong>508-531-2104</strong></td>
</tr>
<tr>
<td>Title IX Coordinator</td>
<td>TBA</td>
<td><strong>508-531-2744</strong></td>
</tr>
<tr>
<td>Coordinator for Club Sports and Camps/Clinics</td>
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<td><strong>508-531-2257</strong></td>
</tr>
<tr>
<td>Coordinator for Intramurals and Campus Recreation</td>
<td>Melissa Bonomo</td>
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</tr>
<tr>
<td>Athletics Administrative Assistant</td>
<td>Susan Chaves</td>
<td><strong>508-531-1352</strong></td>
</tr>
<tr>
<td>Operations Assistant</td>
<td>Tara Nelson</td>
<td><strong>508-531-2281</strong></td>
</tr>
<tr>
<td>Assistant Director of Athletics for Sports Medicine</td>
<td>Jeanne O’Brien, LAT, ATC</td>
<td><strong>508-531-1765</strong></td>
</tr>
<tr>
<td><strong>Assistant Athletic Trainer</strong></td>
<td><strong>Emily DeAngelis LAT, ATC</strong></td>
<td><strong>508-531-2343</strong></td>
</tr>
<tr>
<td>Assistant Athletic Trainer</td>
<td>Jarrett Sorge LAT, ATC</td>
<td><strong>508-531-2319</strong></td>
</tr>
<tr>
<td><strong>Assistant Athletic Trainer</strong></td>
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<td><strong>508-531-2549</strong></td>
</tr>
<tr>
<td>Head Athletics Equipment Manager</td>
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<td>Assistant Athletics Equipment Manager</td>
<td>John Farroba</td>
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</tr>
<tr>
<td>Fitness Center Director</td>
<td>Dan Rezendes</td>
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</tr>
<tr>
<td>Assistant Fitness Center Director</td>
<td>Chuck Denune</td>
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</tr>
<tr>
<td>Aquatics Director</td>
<td>Michael Caruso</td>
<td><strong>508-531-2327</strong></td>
</tr>
<tr>
<td>Sports Information Director</td>
<td>Michael Holbrook</td>
<td><strong>508-531-2656</strong></td>
</tr>
</tbody>
</table>
University Colors: Crimson & White
University Nickname: Bears
Stadium: Swenson Field (1500)
Indoor Facility: Dr. Adrian Tinsley Center (1000) & John J. Kelly Gymnasium (800)
Other Athletic Areas: Pool, 6 Tennis courts, 8-lane Track, Alumni Park
Affiliated Athletic Conferences: NCAA (III), MASCAC, LEC, NEWA, NEISDA, NEDIIICCTFA, IHSA
Athletic Department Telephone: 508-531-1352, 508-531-1356 (fax)
Departmental Offices: Tinsley Center, Room 200
Fitness Center Desk: 508-531-2973
Press Box: 508-531-2563
Athletics Dept. Web Site: www.bsubears.com

1.4. Faculty Athletics Representative

Each NCAA member has a Faculty Athletics Representative (FAR) appointed by the institution’s President. The primary role of the FAR is to be involved in the assurance of the academic integrity of the athletics program and of the student-athlete’s welfare. The FAR serves as an advisor to the President of the University, the Director of Athletics, the athletics staff and students on these matters.

Institutions such as Bridgewater State University rely on the FAR to work closely with both the athletic academic constituencies in an effort to ensure that the best experience in the classroom and the playing arena can provide for all student-athletes.

BSU’s FAR is Dr. Robert MacMillan, Professor of Education, rmacmillan@bridgew.edu, 508-531-2104.

1.5. Sportsmanship and Ethical Conduct

1.5.1. Bridgewater State University Student-Athlete Pledge

As a student-athlete preparing to practice and/or compete today, I pledge to uphold the purposes and principles of the NCAA and my institution by treating teammates, opponents, officials, and fans with respect; by refraining from the use of profanity and/or obscene gestures I the area of practice and competition; and by always winning with grace and losing with dignity.

As a member institution of the NCAA, the Massachusetts Collegiate Athletic Conference (MASCAC) and the Little East Conference (LEC), Bridgewater State University Department of Athletics and Recreation supports the ideals of excellence and sportsmanship within athletics.
Bridgewater State University provides experiences and opportunities for student-athletes to develop socially acceptable and personally fulfilling values and characteristics. Through its competitions, Bridgewater State University hopes to provide opportunities to make value judgments and develop social relationships, which will help to determine desirable behavior and personal qualities. Integration of athletics, academics, and service will provide each student-athlete a challenging, yet rewarding, experience.

Specifically, each student should:

- Recognize the uniqueness and worth of each individual and help them to build confidence, exhibit cooperation, and contribute to themselves and other around them.
- Have pride in being a good example in appearance, conduct, language, and sportsmanship.
- Emphasize the proper ideals of sportsmanship, ethical conduct, and fair play.
- Demonstrate and instill a respect for, and courtesy towards, opposing teams, players, coaches, fans, and officials.
- Exhibit and develop in our programs, an ability to accept defeat or victory gracefully without undue emotion.
- Play each contest within the spirit of the game and the letter of the rules.
- Work towards eliminating all possibilities that tend to destroy the best values of the game.

1.5.2. **MASCAC**

The Massachusetts State College Athletic Conference (MASCAC) promotes good sportsmanship by student-athletes, coaches and spectators. We request your cooperation by supporting the participants and officials in a positive manner. Profanity, racial or sexist comments or other intimidating actions directed at officials, student-athletes, coaches, or team representatives will not be tolerated and are grounds for removal from the site of competition.
2. **Eligibility for Participation**

Competing for Bridgewater State University as a student-athlete is a privilege not available to all students. In order to be eligible to represent BSU as a student-athlete, the following requirements must be satisfied prior to practice and/or competition.

- A student-athlete must be a **full-time** undergraduate student registered for at least a minimum full-time program of studies of 12 semester hours. A student-athlete with documented learning disability may be granted a waiver by the NCAA to carry eight credits and still be considered full-time. All requests for such waivers must be made prior to the semester in which your team competes. Contact the Associate Director for Academic Support and Compliance for more information. **NOTE:** If a student-athlete drops or withdraws from a course, resulting in less than a 12-credit course load that student-athlete will be considered having part-time status for intercollegiate athletics, and therefore deemed immediately ineligible.

- A BSU student’s cumulative GPA must be a **2.0** or above to be in good academic standing as defined in the Student Handbook and the University Catalogue. If a student’s GPA is below 2.0 he/she is placed on academic probation and is ineligible to compete in intercollegiate athletics.

- A student-athlete must pass a total of **24 credit hours** in each academic year from September 1 to August 31 in which the student was enrolled as a matriculated student. Credit hours earned in summer school may be utilized to satisfy this academic requirement for the immediately preceding academic year. The minimum full-time program of studies may be waived for a student who is completing the final semester of the baccalaureate program, provided the Registrar certifies that the student is carrying for credit the courses necessary to complete the degree requirements.

- The student-athlete may not participate in more than **four** seasons of intercollegiate competition in any one sport during the first **ten** semesters in which the student is enrolled in a collegiate institution in a full-time program of studies.

- The student-athlete must be actively attending classes and in good standing with their professors. BSU intercollegiate athletics reserves the right to suspend eligibility in any case where academic standards are not being met as designated by the course professor.

While every full-time student has a right to try-out for a team, selection to and retention on a team is a privilege and not guaranteed, even if recruited. The Head Coach, in consultation with members of the coaching staff, is responsible for selecting team members and establishing rosters. Coaches and student-athletes are expected to maintain communications regarding the student-athlete’s eligibility.

2.1. **Student-Athlete Eligibility Appeal Process**

If a student-athlete’s eligibility is suspended or revoked as a result of a violation of departmental policies (i.e.: equipment return, violation of team rules, etc.), that suspension may be appealed to the Director of Athletics if the student-athlete has reason to believe that the policy in question was incorrectly applied. This process does not replace NCAA, MASCAC conference, or university judicial processes.
All appeals must include the following two items:

a) letter from the student-athlete explaining the reason for the appeal;
b) written documentation supporting the reasons for the appeal other than from the student-athlete (i.e.; medical notes, police reports, legal documents, professor’s letter of support, etc.).

The Director of Athletics may solicit input from the Associate Directors of Athletics in order to reach an accurate resolution to the appeal.

The appellant has a right to further appeal to the Vice President for Student Affairs.

Decisions rendered through this process will be final.

2.2. Early Registration

Early registration is granted to student-athletes, in good academic standing who are on their team’s roster as of the last date of competition of the previous season. However, it is imperative that all student-athletes, including those who are registering early meet the following criteria prior to early registration.

- Meet with and be cleared by their academic advisor
- Clear all “holds” on any accounts, including medical, financial, conduct, etc.
- Be in good academic standing
3. **STUDENT LEADERSHIP GROUPS**

There are a variety of leadership groups for student-athletes to become involved in. See your team captains for specific contact information

3.1. **Peer Mentors**

Peer Mentors are upper-class student-athletes who are selected and trained to assist first-year student-athletes with adjusting to university life as a student-athlete. Peer Mentors meet once a week, in season, with the first-years on their team. At these meetings, the freshmen and their mentors discuss academic adjustment and athletics issues.

The Peer Mentor program is coordinated by the Associate Director of Athletics and the Graduate Assistant for academic support.

3.2. **Student Athlete Advisory Committee (SAAC)**

Since its inception, SAAC is recognized as an official Bridgewater State University Student Organization and is governed by the rules and regulations of the Office of Student Activities. Each year, the strength and scope of the organization has grown, and the visibility of SAAC on the Bridgewater State University campus has increased tremendously. Each team selects two (2) representatives to attend the monthly SAAC meetings with the Director of Athletics.

**Purpose**

- To promote the student-athletes and the athletic teams at Bridgewater State University
- To serve as the voice of the Bridgewater State University student-athletes in matters with NCAA legislation.
- To act as an advisory body for issues and concerns within the athletic department.

The board is composed of two voting members from each sport, with the elected executive board comprised of the president, vice president, and secretary. The Director of Athletics serves as the advisor to the committee.

All student-athletes are welcomed and encouraged to attend meetings. Meetings are held monthly throughout the academic year. Any student-athlete that has an issue they think should be addressed by SAAC should request their sport representative to place the item on the board agenda.
4. **Sports Medicine / Athletic Training**

The Athletic Training/Sports Medicine program was established to provide quality services for the Athletic Health Care needs of all varsity intercollegiate student-athletes. The program is staffed by NATA-BOC Certified Athletic Trainers (ATC) who work under the supervision of the Team Physician and in conjunction with Health Services, as well as, a variety of Sports Medicine consultants/specialists to provide appropriate and optimum medical care for each student-athlete.

The NATA-BOC staff Certified Athletic Trainers at Bridgewater State University have over 35 years combined experience in every aspect of Athletic Health Care. The common goal of the Athletic Training Staff is to apply the full spectrum of their skills, knowledge and experiences to benefit the student-athletes, coaching staff and administrators in the Bridgewater State University Athletics Programs.

The quality of the Athletic Training/Sports Medicine facilities and equipment, along with the commitment of the staff, allow us to provide a comprehensive service that is unique to NCAA Division III athletics. In addition to the Athletic Training/Sports Medicine Program, Bridgewater State University has an outstanding Athletic Training Education Program that assigns athletic training students to each staff Certified Athletic Trainer. The athletic training students assist the staff Certified Athletic Trainers in provided the highest quality services to the student-athletes.

4.1. **Athletic Training – Sports Medicine Facilities**

The Athletic Training/Sports Medicine program has two Sports Medicine Facilities, the first in the lower level of Kelly Gymnasium and the second in the first floor of the Adrian Tinsley Center. The Athletic Training/Sports Medicine program also utilizes the University’s Tinsley Fitness Center, Moriarty Pool and the Kelly Gymnasium weight room.

**The Adrian Tinsley Center Athletic Training Facility** offers student-athletes a state-of-the-art spacious treatment, reconditioning and rehabilitation area. The Athletic Training Room is located across from the Equipment issue window. It is conveniently located near the Tinsley Center courts, locker rooms, fitness center, bathrooms and exit to the athletic fields. This facility is opened year round and is the primary Athletic Training Room for the following teams: Men’s and Women’s Soccer, Field Hockey, Men’s and Women’s Cross-Country, Football, Volleyball, Men’s and Women’s Tennis, Men’s and Women’s Basketball, Men’s and Women’s Track and Field, Baseball, Softball, and Women’s Lacrosse.

**The Kelly Gymnasium Athletic Training Facility** is located across from the locker rooms on the lower level of Kelly Gymnasium on the west side of campus. It has easy access to, the gymnasium, pool, locker rooms and equipment room. It serves as the Athletic Training facility for the Bears Wrestling team and Men’s and Women’s Swim and Dive Teams. The Kelly Gymnasium facility is closed during the end of the spring semester and for the summer.

For more information visit our website at:

4.2.  **Hours of Operation**

<table>
<thead>
<tr>
<th>Adrian Tinsley Center</th>
<th>Kelly Gymnasiu m</th>
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<tbody>
<tr>
<td><strong>Athletic Training Facility</strong></td>
<td><strong>Athletic Training Facility</strong></td>
</tr>
<tr>
<td><strong>General Walk-in Hours:</strong></td>
<td><strong>General Hours:</strong></td>
</tr>
<tr>
<td>Monday to Friday 2pm-6pm</td>
<td>Mid-September to Mid-March</td>
</tr>
<tr>
<td>Appointments Hours: 11am-2pm</td>
<td>To Make an appointment outside of these walk-in hours call X 28592044</td>
</tr>
<tr>
<td>To Make an appointment outside of these walk-in hours call X 2044</td>
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</tr>
</tbody>
</table>

- If practices and/or contests are outside of normal operating hours, the facilities will be open 1 hour prior to the start of practice and 2 hours prior to the start of a contest.
- Weekend hours of operation vary depending on practice and contest schedules.
- Athletic Injury Rehab and Reconditioning programs have hours by appointment only.

4.3.  **Requirements for Medical Clearance**

4.3.1.  **Pre-Participation Medical Clearance Requirements**

All intercollegiate athletes must be medically cleared prior to the start of each sport/season he/she chooses to participate in.

- **Pre participation Physical Exam:** All first year athletes (freshman/transfer) must have a physical stating that they are able to participate in competitive athletics without restriction. The physical must be submitted to the Athletic Training Services Department in order to obtain medical clearance. As per NCAA requirements, the physical examination must be within 6 months of the start of your team's first practice.

- **Pre Participation Health Questionnaire:** the pre participation health questionnaire must be completed and submitted to the Athletic Training Services Department in order to obtain medical clearance. If pre-existing health conditions exist that may restrict or prevent any level of athletic participation the student athlete will be required to provide additional medical clearance documentation from the appropriate medical specialist. There is a first year athlete health questionnaire and a returning athlete health questionnaire.

- **Sickle Cell:** The NCAA is requiring that every first year student-athlete provide documentation
- of their sickle cell trait status or sign a waiver. For more information visit: [http://www.bsubears.com/Administration/Sports_Medicine/index](http://www.bsubears.com/Administration/Sports_Medicine/index)

- **ADD/ADHD:** As required by the NCAA, student-athletes who have been diagnosed with ADD/ADHD and take medications to treat their ADD/ADHD must obtain proper diagnostic documentation from their physicians. For more information visit: [http://www.bsubears.com/Administration/Sports_Medicine/index](http://www.bsubears.com/Administration/Sports_Medicine/index) and click Medical Exceptions Policy.
• **Health Insurance Verification:** All athletes (first year and returning) must provide a copy of the front and back of their current health insurance card. *Returning student-athletes must have a copy of up-to-date insurance card submitted.*

Student-Athletes are not eligible to practice or compete without medical clearance. All requirements must be submitted to the Athletic Training Services Department by August 1st for fall and spring sports and September 15th for Winter sports. Those submitted after the deadlines will be reviewed as they arrive, but medical clearance prior to the team’s first practice cannot be guaranteed.

Pre participation physical forms and the Pre Participation Health Questionnaire can be downloaded from the athletic training-sports medicine web site ([http://www.bsubears.com/Administration/Sports_Medicine/index](http://www.bsubears.com/Administration/Sports_Medicine/index)).

Medical clearance questionnaires, insurance card images and educational material are submitted online through FrontRush. Once the coach adds you to the roster we will email you the links to create a password to login. Physicals and sickle cell trait verification must be submitted by mail, fax or email.

### 4.3.2. Post Injury/Illness Medical Clearance:

If a student-athlete has sustained an injury or illness that required outside medical attention, a written note of clearance must be submitted to the Athletic Training - Sports Medicine Department in order to obtain subsequent medical clearance to return to participation. To assist in this process a Rehab/status referral form should be taken to all medical appointments. The referral form can be downloaded from [http://www.bsubears.com/Administration/Sports_Medicine/index](http://www.bsubears.com/Administration/Sports_Medicine/index).

Upon presentation of medical clearance documentation the staff, Certified Athletic Trainers will complete a functional assessment and determine the athletes’ level of participation. If the objective findings determine that the athlete has rehabilitated their injury sufficiently and can complete activities for their sport without difficulty that status will be full participation without restriction. If however the assessment reveals that the athlete lacks full strength and/or motion and/or cannot complete the activities necessary for their sport participation status will be limited until those criteria are met. Working closely with the staff Certified Athletic Trainers throughout the injury process will provide the best opportunity for a timely return to full participation.

### 4.4. Sports Medicine Policies for Use of the Facility

- The sports medicine facility is a medical facility and must be treated like one.
- Treat everyone with respect.
- No equipment in the Sports Medicine facility.
- Attire and Footwear: Shirts, shorts and shoes required. NO cleats, MUST have shoes, sandal or flip flops on.
- Foul or offensive language or behavior will not be tolerated, nor will inappropriate discussions. You will be instructed to leave.
- No food or drink in the facility.
Keep all appointments. If you are unable to make an appointment call the main numbers for the facilities (Tinsley x2044 and Kelly x2859) or email the staff member you are working with.

BE Responsible for yourself.

Only student-athletes that are injured or ill receiving evaluation or treatment are allowed in the facility. No hanging out.

Priority of care: Acutely injured student-athletes, student-athletes with contests that day, student-athletes within an hour of the start of practice and then everyone else.

Being treated by the Sports Medicine staff is no excuse to be late for practices/contests. Be sure to arrive early.

4.5. Insurance

Student-athletes are required to have their own health and accident insurance as mandated by the Commonwealth of Massachusetts and the NCAA. Students must possess accidental insurance coverage totaling a minimum of $50,000. The NCAA Catastrophic Injury Insurance Plan will cover any injuries or illnesses that exceed $90,000. BSU provides accidental injury insurance that covers the $50,000 to $90,000 “gap”.

4.6. Participation by Impaired Student-Athletes in a Collegiate Athletics Program

Intercollegiate athletics are an important part of life on a college campus. However, in providing athletic programs, both at the varsity, intramural, and club sport level, the University places primary importance upon the physical safety and the continued wellbeing of the participants.

To this end, any prospective student-athlete who wishes to participate in athletics who, by history and/or physical examination, is found to be impaired; specifically, to have one or more organs malfunctioning, non-functioning or absent, or to have other serious contra-indications with respect to participation in athletics, will be advised by the University Physician against participation in some or all sports. The student-athlete will be required to meet with the University Physician and/or their designee to discuss the contra-indication.

Federal Law Section 504 under the Rehabilitation Act of 1973 prohibits the University from excluding and impaired student-athlete from participation in athletics, intramurals, recreation, or club sports.

The Impaired student-athlete who wishes to participate in a sport contrary to the University Physician’s recommendations will sign an Informed Consent form. This document will be signed in the presence of a witness each year and for each sport/activity he/she attempts.
4.7. **NCAA Banned Substances**

See NCAA Website for list. ([www.ncaa.org](http://www.ncaa.org)) Click on Education Programs, Grants and Research. To determine if a substance you are taking is a banned substance visit [www.drugfreesport.com/rec](http://www.drugfreesport.com/rec); choose NCAA III and use password NCAA.

4.7.1. **Drug Testing**

All Student-athletes are subject to the drug testing by the NCAA. A list of banned substances is provided by the NCAA is available online at: [http://www.ncaa.org/sites/default/files/DIII%202015%20Banned%20Drugs%20Educational.pdf](http://www.ncaa.org/sites/default/files/DIII%202015%20Banned%20Drugs%20Educational.pdf)

Please be aware that many nutritional supplements contain banned substances. Even if they are brought at a "health food store" they may contain substances that are banned by the NCAA and if tested you may test positive for a banned substance and thus be subject to the penalties of such. If you have questions, ask the athletic training staff.
5. **EQUIPMENT ROOM POLICY AND PROCEDURE**

The Athletics Department has made every attempt to service student-athletes in an efficient manner while providing quality uniforms, equipment, and facilities. We ask that each student-athlete take genuine pride in appearance and grooming while wearing the school colors and representing Bridgewater State University.

Bridgewater State University colors are crimson and white. Any individual accessories (socks, etc.) should conform to these shades.

Student-athletes are responsible for all gear issued.

### 5.1. Athletics Equipment

Game uniforms will be issued to all eligible team members. This uniform is the property of Bridgewater State University and is to be worn only for scheduled athletic contests. In no case should it be worn as part of your personal wardrobe.

Uniforms and game equipment are not part of the student-athlete’s personal wardrobe and are intended for wear at practice sessions and/or games/competitions only. *Under no circumstances shall athletics department or team apparel be worn at parties or in establishments where alcohol is served and/or where use of an illegal or prohibited substance can be traced to a BSU student-athlete Eye Black is to be used as a single line under each eye.*

Each team’s manager/coach will be responsible for drop off all uniforms after each game. Uniforms will be brought to a designated area in the equipment room for cleaning. All student-athletes will be able to pick up their uniforms the day of their next contest. The equipment manager will not accept a game uniform, warm-up, or practice gear damaged due to improper cleaning procedures and the individual will pay full market price for a replacement.

#### 5.1.1. Equipment Return

Student-athletes are responsible for the prompt return of all equipment, uniforms, gear, etc. at the end of the season or upon separation from their team. If for any reason a student-athlete leaves or is asked to leave the team, the student-athlete must turn in their uniforms the day of their next contest. The equipment manager will not accept a game uniform, warm-up, or practice gear damaged due to improper cleaning procedures and the individual will pay full market price for a replacement.

It is expected that all issued uniforms/equipment will be returned to the equipment room within three (3) days after your last date of competition in good condition. All student-athletes are responsible for the replacement or repair costs of all uniforms/equipment that is returned damaged. *Failure to return issued uniforms/equipment will result in your case being referred to the Office of Student Conduct.* Once referred, you will be responsible for returning all issued uniforms/equipment or replacement costs but also any additional fines as deemed appropriate by the university judicial officer. All university policies regarding an outstanding balance will be in force. No uniforms or gear will be issued to a returning student-athlete if all athletics equipment debts are not resolved from the previous year.

### 5.2. Locker Assignments

All student-athletes will be assigned a locker and lock for their season. Lockers should be cleaned out immediately after the season ends. Upon notification in the locker rooms, all locks will be
removed at the end of each season and any personal items will be placed in the lost and found in the equipment room.

6. TRAVEL

6.1. Transportation

Only team members, managers, and authorized Department of Athletics & Recreation personnel are permitted to travel with intercollegiate teams. **Private vehicles may not be utilized.**

All student-athletes participating in any away event will travel to and from the event in the transportation provided by the Department of Athletics & Recreation. An exception to this will be made if a student-athlete submits a **Team Travel Waiver** to the Athletics & Recreation Office prior to the competition. This transportation waiver must be completed and submitted to the Athletics and Recreation office at least 24 hours prior to departure. Failure to file this waiver at least **24 hours** in advance of the designated trip will result in the student-athlete being prohibited from leaving the team's travel party.

6.2. Appropriate Dress/Conduct for Team Travel

Student-athletes are expected to dress appropriately for all away trips. It is up to each coach to maintain a well-dressed team whether it is competing in or traveling to an away event.

Student-athletes should always remember that they are representing Bridgewater State University. The highest standard of behavior and respect must be demonstrated at all times. Behavior, which may be injurious to the reputation and wellbeing of Bridgewater teams or any individual team member, will not be tolerated. The individual(s) involved in any inappropriate behavior may be referred to the Director of Athletics and/or the University Judicial system for disciplinary action.

6.3. Class Dismissal Policy

Every effort is made by the Athletics & Recreation Department to schedule activities with a minimum of disruption to the academic obligations of student-athletes.

In advance and in a timely manner, the student-athlete must discuss with each individual instructor the specific team schedule, the possibility of missing classes and procedures for making up academic work due to participation in an athletics event. It is expected that each student-athlete will make up work that is missed. Providing students the opportunity to make up academic work missed because of athletics participation is up to the discretion of each individual instructor. If an instructor requests verification, the student-athlete, through the Associate Director of Athletics & Recreation, can obtain a **Dismissal Request Form** (please refer to the Student Handbook for specific information on the University attendance policy). **Classes may not be missed to attend a team practice.**

For home contests, student-athletes are expected to stay in class until the last possible moment before the start of the game. Discuss ahead of time with the course professor, the home game schedule and the acceptable time to leave class. It is recommended that the student-athlete be prepared for competition by wearing their uniform to class.
7. **SPORTS INFORMATION**

Each student-athlete will fill out a player biography form for the Sports Information Office. This form, which includes past experience and achievements in athletics as well as personal information such as intended major course of study at Bridgewater State University, will be used extensively by the Sports Information Office. The Sports Information Office sends articles to home newspapers, and also needs the information for printing programs, brochures, etc.

Student-athletes are responsible for the accuracy of the information on each form. Cooperation in filling out the forms completely will be much appreciated and will result in improved recognition for all our programs.

8. **INTRAMURAL / CLUB SPORTS PARTICIPATION**

Intercollegiate student-athletes may participate on Intramural/Club Sport teams. However, the number of varsity student-athletes per team is limited if they are competing in an intramural sport that is the equivalent to their varsity sport. Members of intercollegiate teams may not compete on Intramural/Club Sport teams during their intercollegiate season (the intercollegiate season begins with the first official practice and ends at the time of the final scheduled game; this includes any post-season playoffs).

9. **MULTI-SPORT POLICY**

In the event a student-athlete chooses to participate in consecutive seasons, the in-season sport will have priority. The student-athlete may join the subsequent sport after an individual consultation with both Sports Medicine as well as the Associate Athletic Director for Academic Support and Compliance. Based on the evaluation of the student-athletes physical well-being as well as academic progress, the specific date of joining the subsequent sport team will be determined.

To that end, the following guidelines should be followed:

- All Bridgewater State University students have opportunity to participate on as many varsity teams as they have the interest, ability and time in relation to their other commitments.
- Student-athletes are responsible for communicating their participation intentions to the appropriate coaches.
- In-season coaches will allow all student-athletes to have a fair try-out period for each team. Student-athletes who join a team late due to seasonal overlap must be aware that their team role may be different at the start of the season.
- Athletes who are “in-season” will use the strength and conditioning program prescribed by their ‘in-season” coaches and not the program designed to prepare them for the next season. Athletes who are “pre-season” or “post-season” will have programs specifically designed for their needs.
10. OFF-SEASON TRAINING / CONDITIONING

All practice and/or competition conducted outside the traditional or non-traditional seasons is considered off-season. Any off-season athletically related activities are voluntary in nature and are not to be conducted, supervised or followed by a member of the athletics staff. Outside the allowable exceptions outlined in the NCAA manual, coaching staff should not be in a position of supervision, coaching and/or playing with members of their team.

In addition, teams formed by student-athletes during off-season leagues, are also voluntary in nature and are not representatives of the University. As such, student-athletes competing in off-season competition are not to be issued any equipment and/or uniforms (practice and competition) during such leagues.
11. **TRANSGENDER POLICY**

Guidelines for Inclusion and Respectful Treatment of Intercollegiate and Club Sport Transgender Student-Athletes

11.1. **Statement of Principle**

Bridgewater State University prohibits discrimination on the basis of gender identity and gender expression. In order to support this policy and to uphold the principles of equity and inclusion, Bridgewater State University Athletics and Recreation maintains the following policies to facilitate and encourage the participation of transgender students, staff, faculty and visitors. These policies cover participation in intercollegiate athletics and recreation and accommodation for transpeople who attend and participate in athletic contests that take place at Bridgewater State University.

These guidelines are underpinned by the belief that, given both the enjoyment and the benefits that sports can provide, all students should have equal opportunity to participate in school sports, whether the students are transgender or cisgender—“cisgender” meaning people whose gender identities align with their bodies in ways traditionally recognized as normative. “Transgender” is a term used to describe an individual whose gender identity does not match their birth-assigned sex.

A female-to-male (FTM) transgender is someone born with a female body who identifies as male. A male-to-female (MTF) transgender is someone born with a male body who identifies as female.

As an institution committed to creating a culture of diversity, Bridgewater State University and its athletics department prohibit discrimination on the basis of sexual identity or expression and provides equal-opportunity for transgender student-athletes to participate in varsity athletics.

11.2. **Guidelines for Intercollegiate and Club Teams**

A transgender student athlete will be allowed to participate in any sports activity so long as that athlete’s use of hormone therapy, if any, is consistent with the National Governing Body’s (NGB) existing policies on banned medications. Specifically, a transgender student athlete will be allowed to participate in sex-separated sports activities under the following conditions.

11.2.1. **Participation in Sex-Separated Sport Activities**

11.2.1.1. **Participation by Transgender Student-Athletes – Undergoing hormone treatment**

- A FTM student-athlete who is taking medically prescribed testosterone related to gender transition may not participate on a women’s team after beginning hormone treatment.
- A FTM student-athlete who is taking medically prescribed testosterone related to gender transition may request a medical exception (since testosterone is a banned substance) from the NCAA and, if waiver is granted, subsequently participate on a men’s team.
- A MTF student-athlete may continue to participate on a men’s team if taking medically prescribed hormone treatment related to gender transition.
• A MTF student-athlete being treated with testosterone suppression medication related to gender transition, for the purposes of NCAA competition, may continue to compete on a men’s team but may not compete on a women’s team until completing one calendar year of medically documented testosterone suppression treatment. Otherwise, the team’s status would be changed to a mixed team status.

• Participation by Transgender Student-Athletes – NOT undergoing hormone treatment

• Any transgender student-athlete not undergoing hormone treatment may participate on the team that aligns with his or her assigned birth sex.

• A FTM student-athlete who is not taking testosterone related to gender transition may participate on a men’s or women’s team.

• A MTF student-athlete who is not taking hormone treatments related to gender transition may compete only on a men’s or mixed status team.

### 11.2.2. Participation in Mixed Gender Sport Activities

A mixed team has both female and male participants and may be restricted in championship play according to specific national governing body rules.

**11.2.1.2. Transgender student-athletes who are undergoing hormone treatment**

For purposes of mixed gender team classification, a male-to-female (MTF) transgender student athlete who is taking medically prescribed hormone treatment related to gender transition shall be counted as a male participant until the athlete has completed one year of hormone treatment at which time the athlete shall be counted as a female participant.

For purposes of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is taking medically prescribed testosterone related to gender transition shall be counted as a male participant and must request a medical exception from the NCAA prior to competing because testosterone is a banned substance.

**11.2.1.3. Transgender student athletes who are NOT undergoing hormone treatment**

For purposes of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is not taking testosterone related to gender transition may be counted as either a male or female.

For purposes of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is not taking testosterone related to gender transition participating on a women’s team shall not make that team a mixed gender team.

For purposes of mixed gender team classification, a male-to-female (MTF) transgender student athlete who is not taking hormone treatment related to gender transition shall count as a male.
11.3. Implementation Process

11.3.1. The student’s responsibility

In order to avoid challenges to a transgender student’s participation during a sport season, a student-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of gender transition shall submit the request to participate on a sports team in writing to the Athletics Director upon matriculation or when the decision to undergo hormonal treatment is made*.

The student shall submit his or her request to the Athletics Director. The request shall include a letter from the student’s physician documenting the student-athlete’s intention to transition or the students’ transition status if the process has already been initiated. This letter shall identify the prescribed hormonal treatment for the student’s transition and documentation of the student’s testosterone levels, if relevant.

*The student is encouraged to meet with someone who can offer support and advice through the process, if desired. Should the student want help in finding such a person, a list of people who might serve in that role is available from the Athletics Director, the Senior Woman Administrator (within Athletics), the Director of Club Sports, the Office of the Dean of Students, the Pride Center or the Multicultural Resource Center.

11.3.2. Individual School and National Governing Body Responsibilities

The Athletics Director shall meet with the student-athlete to review eligibility requirements and procedure for approval of transgender participation.

The Director of Athletics and Recreation shall notify the NGB of the student’s request to participate. The NGB will assign a facilitator to assist the Director of Athletics and Recreation in responding to the request.

If a student athlete’s request is denied by the Director of Athletics and Recreation, the decision must be automatically reviewed by a Transgender Participation Committee to be established by a University administrator. This committee shall be convened and its decision reported to the Director of Athletics and Recreation and University administrator in a timely fashion. This committee should include:

- A health care professional, e.g. physician, psychiatrist, psychologist or other licensed health professional with experience in transgender health care and the World Professional Association for Transgender Health (WPATH) standards of care. This person shall be a designee of the Director of Counseling Center and Student Health Services.
- The faculty athletics representative or their designee
- The Senior Woman Administrator of the Department of Athletics who has been trained about Trans health care and anti-discrimination policy.
- The Head Athletic Trainer who has been trained about trans health care and antidiscrimination policy.
- A representative assigned by the institution’s president with knowledge and training in institutional anti-discrimination policy.
The Director of Athletics and Recreation will notify the NGB of the appeal outcome. The NGB will confirm that the treatment requirement has been met.

All discussions among involved parties and required written supporting documentation shall be kept confidential, unless the student-athlete makes a specific request otherwise. All information about an individual student’s transgender identity and medical information, including physician’s information provided pursuant to this policy, shall be maintained confidentially for ten (10) years in the athlete’s medical file located in the office of the Head Athletic Trainer.

11.4. **Support, Education and Facilities**

11.4.1. **Communication and Publications: Pronouns and Name Changes**

The preference for the use of masculine, feminine or gender-neutral pronouns should be the choice of the student-athlete. Coaches, administrators and athletes shall abide by a transgender student-athlete’s name and pronoun preferences, which demonstrates respect for the individual’s gender identity and expression.

11.4.2. **Education**

*At Bridgewater:* Student-athletes, coaches and department personnel should be educated about Trans identities and the principles of transgender inclusion. They should be knowledgeable about how, in their particular roles, to support Trans people, and prepared to put this knowledge to use.

*Opposing Teams/Universities:* Without violating a transgender student’s confidentiality or privacy, school leaders, athletic directors, and coaches should communicate with their counterparts at other schools prior to competitions in which a transgender athlete is participating about expectations for treatment of transgender student-athletes on and off the field. This does not require “outing” or otherwise identifying a particular student-athlete as transgender, but rather establishing general expectations for the treatment of all student-athletes, including those who may be transgender.

11.4.3. **Access to Locker Rooms and Bathrooms**

Every student-athlete has access to locker room, bathroom and shower facilities in a safe, comfortable and convenient environment. Transgender student-athletes may use the locker room, bathrooms and showers in accordance with their gender identity. If requested by the transgender student-athlete, a separate private changing, showering and toilet facility is available with locker accommodations.

If a transgender student-athlete chooses to use a separate locker room space – designated as gender-neutral – coaches and team members are strongly encouraged not to use the common locker room as a team meeting space or the only location that important team information is shared. Instead, coaches and team members are strongly encouraged to identify other spaces to conduct team meetings.
11.4.4. Accommodations for Travel

When traveling, the athletic staff will work to identify safe spaces for transgender student-athletes to have their needs met with regard to changing spaces and restroom accommodations without compromising the student’s privacy and confidentiality.

Transgender student-athletes should be assigned rooming assignments based on their gender identity, with the recognition that the student who requests extra privacy should be accommodated whenever possible.

11.4.5. Dress Codes for Uniforms

Dress codes should enable all athletes and other sports participants to dress in accord with their gender identity. For example, instead of requiring gendered forms of “dressy,” such as a skirt or dress, dress codes should require students to dress with appropriate formality in ways that suit their gender identity. Since both transgender and cisgender athletes may have preferred gender expressions that do not conform to traditional norms of dress—for instance, not all women feel comfortable in a skirt—this policy should be understood to apply to all student athletes.

Official team uniforms that are sport specific, ideally, should not conflict with a student athlete's gender identity or expression.

11.5. Confidentiality

The privacy of transgender student-athletes is a priority. All medical information must be kept confidential.
12. POLICIES RELATED TO CONDUCT

The Department of Athletics and Recreation recognizes and supports the Bridgewater State University Code of Conduct as published in the Student Handbook. Student-athletes, as student leaders, are held to high standards and the policies as outlined in the University Code of Conduct and the Student-Athlete Handbook. As such, the judicial process for possible violations are separate and student-athletes are subject to separate sanctions from both the University Office of Community Standards as well as the Department of Athletics and Recreation. All University behavior policies can be found in the Student Handbook’s Code of Conduct at http://handbook.bridgew.edu/Code.cfm

12.1. Hazing

12.1.1. Overview

All forms of hazing are prohibited at Bridgewater State University. The University adheres to and enforces Massachusetts General Law chapter 269, secs. 17-19, prohibiting the practice of hazing. Students and/or student organizations, teams, or groups who fail to comply with the hazing law or this policy will be subject to The Student Code of Conduct and disciplinary sanctions imposed thereunder, in addition to possible criminal charges. Other community members who fail to comply with the hazing law or this policy will be subject to other disciplinary procedures and measures. http://handbook.bridgew.edu/PoliciesProcedures/Hazing.cfm

12.1.2. Applicability

This policy covers all University students, faculty, staff, vendors, contractors, visitors, volunteers, and all other affiliated or nonaffiliated persons, and all student organizations, teams, and groups.

12.1.3. Reason for the Policy

Bridgewater State University is first and foremost an educational institution. Its hazing policy, prevention efforts, and response procedures for hazing incidents, must grow from, and embody, this educational mission. Membership in organizations, teams, and other groups can increase leadership and service potential; provide athletic, recreational, intellectual, and spiritual opportunities; and otherwise contribute positively to personal and social development. However, when membership is linked with involvement in hazing activities, the educational purpose of the endeavor is compromised and can endanger the health and safety of students or other university community members. The University complies with the Massachusetts General Law chapter 269, secs. 17-19 regarding hazing.

Hazing is therefore prohibited at Bridgewater State University.

12.1.4. Policy

12.1.4.1. Hazing Behavior.

A broad range of behaviors may be considered hazing, from minor to more severe forms of conduct.
Requiring, encouraging, coercing an individual to, or creating any expectation that an individual must, as a condition of or in connection with joining, affiliating with, or participating or maintaining membership in an organization, team, or group, participate in activities where harm could result is likely to be considered hazing.

In addition, any conduct or activity towards another person, as a condition of or in connection with joining, affiliating with, or participating or maintaining membership in an organization, team, or group, where harm could result is also likely to be considered hazing.

Harm includes, but is not limited to, harm to the physical or mental health of an individual, diminishing one's sense of membership and/or breach reasonable standards of mutual respect within the organization, team or group, as well as harm to property.

Please note, the express or implied consent of the victim will not be a defense to hazing. Apathy and/or acquiescence in the presence of hazing are not neutral acts; they are violations of this policy.

**Types of Behavior (not an exhaustive list) that constitute hazing**

- Participating in exercise unrelated to a sport
- Associating with specific people, but not others
- Performing acts of servitude
- Shaving of the head or any other part of the body
- Conducting inappropriate scavenger hunts or quests
- Engaging in public stunts that are potentially degrading
- Wearing apparel that is conspicuous and not within community norms
- Making prank calls
- Needing to possess certain items at all times
- Depriving privileges granted to other members

**More serious acts of hazing include, but are not limited to, activities can place persons at risk of serious physical and/or psychological harm:**

- Threatening or causing physical restraint, abuse, or other harm (including, but not limited to, being held down, tied up, taped, or confined in a small space, whipping, beating, branding, tattooing, piercing)
- Acts which endanger physical or mental health or safety, including but not limited to, forced physical activity, exposure to weather, causing excessive fatigue or extended deprivation of sleep or rest
- Engaging in or simulating sexual acts
- Engaging in sexually violent or sexually harassing behavior
- Consuming any substance, food, beverage, liquid or other substance
- Kidnapping, or transporting and/or abandoning, a person
- Conducting interrogations
- Being nude in a public or private place or humiliating behavior
• Furnishing alcohol to individuals below the age of 21 or illegal substances to any person, or facilitating such consumption of alcohol or use of illegal substances
• Damaging, destroying, or stealing property
• Identifying hazing targets or subjects based on their actual or perceived race, color, religion, national or ethnic origin, age, sex, sexual orientation, marital status, disability, gender identity and expression, veteran status, or other legally protected classification.

**Be Alert to Potential Hazing Situations**

The questions below may aid the determination whether a particular activity is hazing and thus prohibited:

• Is the conduct or activity a condition of or being conducted in connection with joining, affiliating with, or participating or maintaining membership in an organization, team, or group?
• Could harm (whether physical or emotional) result?
• Is there a risk of injury or a question of safety?
• Is this an activity or event that members or individuals seeking to join are encouraged or expected to attend and where individuals below the age of 21 are consuming alcohol?
• Is any one individual or group of individuals required or urged to complete tasks or activities that are not asked of other group members?
• Will current members refuse to participate with the new members?
• Would you have any reservations describing the activity to your parents, a professor, or a University official?
• Would you object to the activity being photographed or reported on the Internet, a newspaper or local TV news?
• Will this activity be considered degrading or humiliating by any of the participants?
• Is the activity in violation of Massachusetts law or University policies?

Student leaders and members of student organizations, teams and groups are strongly encouraged to consult with the University officials listed in Resources in Section 6 below in advance of any planned event or activity if they have questions regarding which activities are unacceptable and may constitute hazing.

**12.1.4.2. Reporting Hazing**

University employees are required to report possible hazing incidents as soon as possible to the Bridgewater State University Police Department (BSUPD) at (508) 531-1212 or bsupolice@bridgew.edu. Reports should include what happened, where it happened, when it happened and who was there.

Students and other members of the University community are strongly encouraged to report all possible hazing incidents as soon as possible to the BSUPD.

**Please note: It is a violation of Massachusetts law for any person at the scene of a hazing crime who knows that another individual is the victim of a hazing crime to fail to report the crime to law enforcement (to the extent that such person can do so without danger or peril to himself or others).**
There are benefits to reporting hazing:

a. Individuals who are victims of hazing and who truthfully report the activities will not be held responsible for a violation of this policy.

b. Individuals who have knowledge of a hazing incident, but who did not participate, and truthfully report the activities will not be held responsible for a violation of this policy in relation to that particular incident.

c. When reviewing a case, consideration will be given to whether an organization, team, or group self-reported a hazing behavior and identified individuals who are responsible for the hazing to an appropriate University official or BSUPD.

However, students should be aware that any amnesty granted through the University disciplinary process does not extend to criminal or civil action or penalties that may result from the incident.

12.1.4.3. Retaliation Is Prohibited

The University prohibits retaliation against any person who reports or files a claim of hazing under university procedures or applicable law or who assisted or participated in an investigation or resolution of such report, complaint, or charge.

12.1.4.4. Administrative Response

Upon receipt of a hazing allegation involving a student or student organization, team or group, the BSUPD will inform the Office of Community Standards and other applicable University departments and offices, which may include, but is not limited to, the Office of Student Involvement & Leadership, the Department of Athletics and Recreation, and/or the Office of Equal Opportunity.

The BSUPD will determine hazing conduct constitutes a violation of criminal law.

Students and student organizations, teams, and groups who are alleged to have committed hazing are also subject to The Student Code of Conduct. The University's response to hazing allegations involving employees or other community members will be addressed through other applicable disciplinary procedures.

Individuals and organizations, teams and groups who are found responsible for a violation of this policy will be subject to disciplinary measures, up to dismissal, expulsion, and loss of recognition.

12.1.4.5. Massachusetts Law on Hazing (M.G.L. c. 269, secs. 17 to 19)

Each year, the University will issue a copy of this law to all full time students and the leadership of every student group, team and organization. The Office of Student Involvement and Leadership and the Department of Athletics and Recreation will require all organizations, teams, and groups to sign an acknowledgment as describe below.

Each such group, team or organization must distribute a copy of this law to each of its members, plebes, pledges or applicants for membership. In addition, each such group, team or organization must provide the University an attested acknowledgement stating that it and each of its members, plebes, pledges and applicants received a copy of the law and that such group; team or organization understands and agrees to comply with the provisions of the law.

The text of the law is set forth below.

Section 17. Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.
The term "hazing" as used in this section and in sections eighteen and nineteen, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action.

Section 18. Whoever knows that another person is the victim of hazing as defined in section seventeen and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars.

Section 19. Each institution of secondary education and each public and private institution of post-secondary education shall issue to every student group, student team or student organization which is part of such institution or is recognized by the institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team or student organization, a copy of this section and sections seventeen and eighteen; provided, however, that an institution's compliance with this section's requirements that an institution issue copies of this section and sections seventeen and eighteen to unaffiliated student groups, teams or organizations shall not constitute evidence of the institution's recognition or endorsement of said unaffiliated student groups, teams or organizations.

Each such group, team or organization shall distribute a copy of this section and sections seventeen and eighteen to each of its members, plebes, pledges or applicants for membership. It shall be the duty of each such group, team or organization, acting through its designated officer, to deliver annually, to the institution an attested acknowledgement stating that such group, team or organization has received a copy of this section and said sections seventeen and eighteen, that each of its members, plebes, pledges, or applicants has received a copy of sections seventeen and eighteen, and that such group, team or organization understands and agrees to comply with the provisions of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of postsecondary education shall, at least annually, before or at the start of enrollment, deliver to each person who enrolls as a full time student in such institution a copy of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of postsecondary education shall file, at least annually, a report with the board of higher education and in the case of secondary institutions, the board of education, certifying that such institution has complied with its responsibility to inform student groups, teams or organizations and to notify each full time student enrolled by it of the provisions of this section and sections seventeen and eighteen and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communicating the institution's policies to its students. The board of higher education and, in the case of secondary institutions, the board of education shall promulgate regulations governing the content and frequency of such reports, and shall forthwith report to the attorney general any such institution which fails to make such report.
12.1.5. Policy Questions or Concerns

Questions or concerns about this policy should be directed to the Vice President of Student Affairs.

12.1.6. Resources

- BSU Police Department – 508-531-1212
- Office of Community Standards - 508-531-6177
- Student Affairs Office – 508-531-1276
- Department of Athletics - 508-531-1352
- Office of Student Involvement & Leadership - 508-531-1273

Students may also access the support of on-campus counselors at the University’s Counseling Center located in the Wellness Center, Weygand Hall – 508-531-1331.

12.2. Discrimination, Discriminatory Harassment, and Retaliation

Harassment of individuals or groups based on race, color, creed, religion, gender, gender identity, sexual orientation, national origin, age, disability, veteran status, political belief or affiliation, marital status, and/or genetic information is illegal and will not be tolerated at BSU.

The basic tenant is that all individuals and groups have the right to live in freedom without harassment from others based race, color, religion, gender, sexual orientation, national origin, age, disability, veteran status, political belief or affiliation, gender identity or genetic information. In addition, harassment is considered of violation of the Student Code of Conduct and can be found at [http://handbook.bridgew.edu/docs/BSU_Prohibition_Against_Discrimination.pdf](http://handbook.bridgew.edu/docs/BSU_Prohibition_Against_Discrimination.pdf)

12.3. Sexual Violence Policy

Bridgewater State University is a public institution with a long-standing commitment to maintaining safe and healthy learning, living and working environments that are free from all forms of sexual violence, sexual harassment, gender-based harassment, domestic violence, dating violence, stalking and retaliation. The BSU policy is intended to comply with Title IX, the reauthorized Violence Against Women Act, including the Campus SaVE Act, the Clery Act, and the guidance documents on Title IX issued by the Department of Education’s Office for Civil Rights and the White House Task Force to Protect Students from Sexual Assault. The full policy and resources can be found at [http://handbook.bridgew.edu/docs/BSU_Sexual_Violence_Policy_2015.pdf](http://handbook.bridgew.edu/docs/BSU_Sexual_Violence_Policy_2015.pdf)

12.4. Alcoholic Beverages/Drugs/Tobacco Products

According to Massachusetts law, possession and consumption of alcohol by persons under the age of 21 is illegal. The Department of Athletics and Recreation supports Massachusetts law and will act accordingly when student-athletes are found in violation of state law.

Alcoholic beverages/illegal drugs are not permitted by athletics personnel and student-athletes at an athletics event or on any trip representing Bridgewater State University and the Department of Athletics & Recreation. The use of tobacco products (cigarettes, cigar, and chewing tobacco) by both athletics personnel and student-athletes is prohibited as well.
Students violating University or policies regarding drugs and/or alcohol are subject to University disciplinary procedure and possible Athletic & Recreation Department sanctions (i.e.: team suspensions, team dismissals, etc.). Criminal prosecution under state and federal law could also be applied. The University Student Alcohol policy can be found at http://handbook.bridgew.edu/PoliciesProcedures/AlcoholPolicy.cfm

12.5. Hosting Recruits

It is expected that all student-athletes, whether hosting or accompanying recruits on and off campus, ensure a safe and healthy experience. Any event where alcohol and other drugs (AOD) is present, regardless of age, is strictly prohibited. The Athletics department expects that all student-athletes will treat recruits with respect and provide them with a positive experience that best reflects the values of athletics program while at BSU.

12.6. Gambling

In addition to the University’s policy on gambling, student-athletes are held to a stricter prohibition of gambling. The NCAA Division III policy on gambling specifically prohibits student-athletes and athletics staff from knowingly:

- providing information to individuals involved in organized gambling activities concerning intercollegiate competition;
- soliciting a bet on any intercollegiate team;
- accepting a bet on any team representing the institution;
- soliciting or accepting a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has a tangible value; or
- participating in any gambling activity that involves intercollegiate athletics or professional athletes.
- This includes but is not limited to, office pools, spreads, and over/under bets.

The University Gambling policy can be found at http://handbook.bridgew.edu/PoliciesProcedures/GamblingandBookmaking.cfm

12.7. Social Networking

The Department of Athletics and Recreation supports students’ rights to use various social networking sites as a valuable means of communication and learning, however, the department also holds all student-athletes to higher standards of behavior and good taste that dictate they be portrayed in a positive light as student leaders of the university and BSU Athletics.

As a student-athlete representing Bridgewater State University and the Athletics Department, team members are expected to act responsibly and in a manner that positively reflects on their team and program. This expectation includes the use of or participation in social networking websites, including Facebook, Twitter, Instagram, etc.
12.7.1. Social Networking Guidelines

Student-athletes are expected to follow the guidelines outlined below while using social networking sites:

• No offensive or inappropriate pictures or comments are to be posted.
• Any information that is posted must not violate the Bridgewater State University Student Code of Conduct or Acceptable Use Computer Policy, The Athletics Department’s Sportsmanship Code, Conference or NCAA guidelines or any specific team rules as set by coaches.
• Any photos or comments posted must not depict team-related or college-identifiable activities in a negative manner, including wearing/using team uniforms inappropriately.
• No photos, comments or information posted may include derogatory statements towards any other student or staff including the Bridgewater State University community, opponents and the general community.
• Any content posted by student-athletes that includes any photos or statements that depict hazing, sexual harassment, underage drinking, drug use or threats to any third party is prohibited and could lead to suspension from athletic participation.

Student-Athletes are reminded that online communities are open to anyone and everyone who has computer access. Any information, photos or comments become public as soon as they are posted and should not depict any activity or behavior that is inappropriate or could lead to embarrassment to the student-athletes, their team, and the athletic department, the University, the Conference or the NCAA. Student-athletes are further reminded of the risk associated with posting personal information on these sites and the importance of using caution when participating in all online communities.

12.7.2. Sanctions for Violations of the Social Networking Policy

Any inappropriate activity or language in violation of the above prohibitions, including first time offenses, is subject to investigation and possible sanction by the Bridgewater State University Office of Community Standards and/or the Department of Athletics and Recreation, as well as civil authorities. Sanctions imposed by the Director of Athletics may include, but are not limited to, the following:

• Written notification from the Director of Athletics or designee to the student-athlete outlining the policy and requiring that the unacceptable content be removed or the social network account be deactivated.
• Temporary suspensions from the team until prescribed conditions are met.
• Suspension from the team for a prescribed period.
• Indefinite suspension from the team.
• Dismissal from the team.
12.8. **Amorous Relationships**

12.8.1. **Purpose**

The purposes of these guidelines are: (1) to provide a safe and healthy environment for student-athletes so that they may reach their full potential as students and as athletes; and (2) to ensure that all coaches and other athletics department staff adhere to ethical practices and do not develop inappropriate relationships with student-athletes, or coaches that they have supervisory control or authority over, regardless of their age or consent.

12.8.2. **Definitions:**

- **Coach:** Any person serving as a head coach, assistant coach, graduate assistant coach, or volunteer coach in the athletics department.

- **Athletic Staff:** Any employee or student serving in the athletics department in an administrative, management, or support capacity, or in any capacity in which they supervise student-athletes or have responsibility for the provision of services or other benefits to student-athletes.

- **Supervisory control or authority:** This includes any responsibility with the potential to affect the student-athletes participation in the athletics program, and includes the provision of direct services and benefits to the student-athletes, such as: coaches and coaching staffs, athletic training, academic and student life program support, tutoring, counseling, eligibility determinations, program compliance, signing of time sheets, and control over the student athletes team.

- **Student-Athlete:** Any Bridgewater State student who is a member of a varsity athletics team as defined by the University and NCAA regulations.

- **Student:** Any Bridgewater State student as defined by the University.

- **Amorous Relationship:** Any sexual, romantic, or dating relationship.

12.8.3. **Scope of the Guidelines and Requirements:**

These guidelines strictly prohibit amorous relationships between any staff member / coach and any student-athlete. Every staff member and coach has an ethical obligation to maintain a professional relationship with student-athletes and to place the well-being of student-athletes ahead of the staff member/coach’s personal interests. This responsibility includes the duty to provide a safe and healthy environment for the student-athletes to flourish, and to serve as a role model within the confines of a professional relationship. As a result, no amorous relationships between a staff member / coach and a student-athlete—regardless of the perception of consent by one or both participants—can exist without jeopardizing the professionalism of the staff member / coach-athlete relationship and creating a significant conflict of interest.

The respect and trust the student-athlete places in a staff member or coach, and the vulnerability of the student-athlete in that relationship, make “consent” unreliable in this setting. Conflicts of interest are endemic to amorous relationships between coaches and student-athletes, and the costs to the athlete, the team, the athletics program, and the University, necessitate a strict prohibition on amorous relationships between coaches and student-athletes.
Even when the staff member / coach has no direct professional responsibility for that student-athlete, other student-athletes may perceive that the student-athlete who has a sexual relationship with a staff / member coach may receive preferential treatment from the staff member / coach or the staff member / coach’s colleagues. Such relationships are incompatible with the ethical obligations of the staff / member coach and the integrity of the athletics program. Accordingly, the prohibition applies to relationships between all staff members / coaches and all student-athletes in the intercollegiate athletics program.

In addition, head coaches must maintain professionalism within their own coaching staffs. Amorous relationships among coaches of the same team where there is supervisory control are not allowed under these guidelines. Coaches on the same team that are married or have a civil union are precluded from these guidelines; however, they are subject to the University’s nepotism policies that require hiring authority, supervision, and evaluation to be coordinated by the staff member / coach’s supervisor.

12.8.4. Enforcement

12.1.4.6. Reporting a violation

Any person may allege a violation of these guidelines by contacting the Director of Athletics and Recreation or any other senior athletics staff member, or, if the person does not feel comfortable making the report to a person within the athletics department, to the Vice President of Student Affairs or the Director of Affirmative Action/Equal Opportunity/Disability Compliance. Any person receiving such a report must immediately notify the Director of Athletics and Recreation.

Any coach or staff member with information suggesting a possible violation of the guideline must promptly report it to the Director of Athletics and Recreation, and the failure to do so will be considered a violation of athletics department guideline. (If report or information implicates the Director of Athletics and Recreation in a violation of the guideline, it should be directed to the Vice President for Student Affairs or the Director of Affirmative Action/Equal Opportunity/Disability Compliance instead.)

12.1.4.7. Investigation

Upon receiving such a report or information, the Director of Athletics and Recreation shall immediately notify the Vice President for Student Affairs and Director of Affirmative Action office. Once on notice of a report or information of a possible violation of the guideline, the Vice President for Student Affairs or Director of Affirmative Action shall promptly appoint an investigator outside of the athletics department to conduct a prompt and fair investigation into whether the guideline was violated. Such investigation shall include interviews with any coaches, staff, and student-athletes with relevant information, and shall provide any coach or staff member accused of violating the guideline with an opportunity to respond to the allegations.

In investigating a possible violation of the guideline, the standard of proof to be used is whether it is more likely than not that the guideline was violated (a "preponderance of the evidence" standard, not the higher standard of proof used in criminal proceedings, beyond a reasonable doubt’). Using this standard, the investigation will result in a determination of whether the guideline was violated.

12.1.4.8. Coordination of information relating to violations of other University guidelines and/or criminal law
If the investigation leads to information suggesting that sexual harassment may have occurred, it shall be promptly forwarded to the appropriate university officials responsible for enforcing the university sexual harassment guideline. If the investigation leads to information suggesting potential criminal conduct, it shall be immediately forwarded to Bridgewater State general counsel, who will determine, consistent with Massachusetts State and local law, whether to notify appropriate law enforcement officials. However, the enforcement of these guidelines shall not be delayed pending the results of a criminal investigation.

12.1.4.9. **Disciplinary Action**

If an investigation determines that a coach or staff member has violated the guideline, the coach or staff member shall be subject to disciplinary action, up to and including dismissal. The Director of Athletics and Recreation, in consultation with the Associate Vice President for Student Affairs and the Director of Affirmative Action, shall determine the disciplinary action to be imposed. Any disciplinary action shall be taken in accordance with applicable university guideline.

12.1.4.10. **Confidentiality**

Complaints, reports and information relating to possible violations of these guidelines shall be handled as confidentially as possible without jeopardizing the enforcement of the guideline, and the ability to conduct a fair investigation, or the safety of students and other persons connected with the athletics program. Information received in connection with a suspected violation of the guideline shall be disseminated only on a “need to know” basis; that is, only when necessary to ensure compliance with the guideline and/or to ensure the safety of students or others who come in contact with the athletics program.

12.1.4.11. **Retaliation**

Any retaliation for reporting a violation of these guidelines, or for participating in good faith in any investigation of the violation of these guidelines, is strictly prohibited. Any persons taking retaliatory action in violation of these guidelines shall themselves be subject to discipline, up to and including dismissal.

**Effective Date:** September 1, 2014

12.1.4.12. **Additional Resources**

- **Coach-Athlete Boundary Lines**, Athletic Management, Monthly Feature: July 2009
- NCAA Equity and Title IX in Intercollegiate Athletics Manual
- **Coach-Athlete Sexual Relationships**, Pat Griffin, Women's Sports Foundation
• **SAFE4ATHLETES** – [http://www.safe4athletes.org/](http://www.safe4athletes.org/) - Advocates for athlete welfare where every athlete is provided a safe and positive environment free of sexual abuse, bullying and harassment.

### 13. Dog / Pet Policy

No dogs are allowed within the fenced perimeter any of the athletic venue areas. Dogs/pets should be kept in the parking lot secured to vehicle outside the field area fencing. Student-athletes should notify their families of this policy so that dogs/pets are not brought to any contests home or away. Violators of this policy will be asked to remove the dog/pet from the area.

### 14. Athletics Awards

Student-athletes representing BSU are eligible for recognition for awards due to athletics skill, leadership roles or academic ability.

#### 14.1. Coaches Association Awards

Most Coaches’ Associations award either individual or team academic awards to student-athletes who achieve a specific grade point average level and above. As such, individual and/or team GPA are released to these coaches’ association as part of the nomination process.

#### 14.2. Annual All Sports Banquet

At the annual spring All Sports Banquet, Bridgewater State University recognizes outstanding student-athletes for excellence on the playing field and in the classroom. Each year coaches are asked to nominate student-athletes for the following awards, which are reviewed by the Athletic Awards Selection Committee. Specific award criteria follow:

- **John C. Harper Athlete of the Year (M/W)** – Any student-athlete who has earned a varsity letter and is considered outstanding for their performance on the field of play.
- **Rookie of the Year (M/W)** – Any student-athlete who is participating in their first year of eligibility at the college level, earned a varsity letter, and is considered outstanding for their performance on the field of play for the season.
- **Dr. Adrian Tinsley Scholar Athlete of the Year (M/W)** – Any student-athlete who has earned a varsity letter, successfully completed one full academic year (two semesters) at Bridgewater State University and has a minimum 3.20 Q.P.A. (Quality Point Average) overall. Their performance on the field of play should also be given equal consideration.
- **Lee Harrington "Unsung Hero" Award (M/W)** – He/she have earned a varsity letter. It is based not necessarily on how talented or successful a student-athlete might be, but by the amount of energy and dedication put into the sport to be the best on can be and contribute as much as they can to the team as a whole. One must be represent the University in a respected manner both on and off the field of play.
• **Student Trainer Athletic Training Student of the Year** – He/she must be a student majoring in Athletic Training that is studying in their junior, or senior year or graduate level at Bridgewater. He/she must show exemplary service to the student-athletes in their respective sports, as well as a demonstrated knowledge and practical skills as a student trainer. He/she must be held in high esteem by BSU administrators, faculty, staff, coaches, athletes, and peers for personal and professional attributes benefiting an athletic trainer. An undergraduate and a graduate Athletic Training student are selected each year.

• **Senior Athlete Award** – Awarded to student-athletes who have completed their athletic eligibility in intercollegiate varsity sports and have participated in intercollegiate athletics at BSU for at least two seasons.

• **Captain’s Award** – Given annually to all captains who represent every varsity sport at Bridgewater.

• **Varsity Certificate** – A varsity certificate will be awarded if a student-athlete meets either of the following criteria:

  • participates in fifty percent (50%) of scheduled games, meets, or matches. If a student-athlete misses any of these due to physical injury it will not count against their overall percentage.

  • If a student-athlete who through originality, dedication, actions, and unique talents contributes to the benefit or development of the team as a whole, he/she can be recommended by the coach for a varsity certificate.

• **Team of the Year** – Awarded to the varsity team determined to have represented BSU Athletics throughout the entire year thru performance, academics, spirit, and community service.