ATHLETICS ADMINISTRATION STAFF DIRECTORY

Name/Title......................................................... Email Phone
Jason Fein, Director of Athletics.......................... jfein 6341
Celine Cunningham, Senior Associate AD/SWA........... ccunning 6342
Scott Lehmann, Assistant AD for Facilities and Club Sports.. slehmann 6238
Nick Cooke, Assistant AD for Athletic Performance...... ncooke 6359
Jess Duff, Assistant AD for Student-Athlete Services and Internal Operations... jduff 6357
Ben Walker, Assistant Athletic Trainer..................... bwalker
Catie O’Neal, Assistant Athletic Trainer.................... coneal
Bobby Daigle, Assistant Athletic Trainer................... bdaigle
Katie Davis, Assistant Athletic Trainer..................... kDavisS
Andrew England, Assistant Athletic Trainer.............. aengland
Mike Seltzer, Strength & Conditioning Coach............ mseltzer
Tracy Fabrizio, Business Manager........................... tfabrizi 6368
Nicole Clark, Equipment Manager........................... nclark2 6358
David Haefele, Equipment Manager......................... dhaefele 6349
Nikki Davis, Administrative Coordinator.................. nnewman2 6341

HEAD COACHING STAFF DIRECTORY

Name/Title......................................................... Email Phone
Micaela Holland, Alpine Skiing......................... mholland 6346
Jon Martin, Baseball........................................... jmartin2 6063
Jon Furbush, Men’s Basketball.............................. jfurbush 6343
Alison Montgomery, Women’s Basketball.................. amontgom 6362
Al Fereshetian, Men’s Cross Country and Track & Field.. afereshe 6360
Jennifer Hartshorn, Women’s Cross Country, Track & Field.. jhartsho 6356
Danielle Ryder, Field Hockey................................. dryer 6350
Malik Hall, Football............................................. mhall2 6344
Henry Fall, Men’s and Women’s Golf....................... hfall 837-7875
Peter Lasagna, Men’s Lacrosse.............................. plasagna 8263
Brett Allen, Women’s Lacrosse.............................. ballen 8389
Becky Woods, Nordic Skiing................................. rwoods 6339
Peter Steenstra, Men’s and Women’s Rowing.............. psteenst 6363
Tyler Sheikh, Men’s Soccer................................... tsheikh 6348
Joe Vare, Women’s Soccer................................... jvari 8398
McKell Barns, Softball........................................ mbarnes 755-5950
Reinhold Hergeth, Men’s and Women’s Squash............
Peter Casares, Men’s and Women’s Swimming & Diving.. pcasares 8264
Paul Gastonguay, Men’s and Women’s Tennis............ pgastong 6442
Melissa DeRan, Volleyball................................... mderan 755-5954

IMPORTANT CAMPUS PHONE NUMBERS

Emergency Number - 6111
Academic Support Center - 6220
Campus Security - 6254
Center for Purposeful Work - 6232
Dining Services - 6299
Health Services - 6199
Information Technology - 8222
Residence Life - 6215
Counseling & Psychological Services - 6200
*Email address format <name>@bates.edu
All phone numbers 207-786 unless specified
DEPARTMENT MISSION STATEMENT:
The Department of Athletics and Physical Education promotes the mission of the College by providing appropriate amateur, gender-equitable athletic opportunities that enhance the overall liberal arts undergraduate experience. The members of the Athletics Department are professional educators who foster the principles of fair play, good sportsmanship and ethical conduct, and who are committed to the optimum intellectual, physical and personal development of all students.
Consistent with Bates’ national reputation, the department offers programs that strive for excellence and seek distinction within the New England Small College Athletic Conference and at the national level. The department and its programs play a critical role in promoting diversity, respect, and inclusion while working to build community amongst students, faculty, staff, alumni, and throughout the Lewiston/Auburn community.
ACADEMIC POLICY:
Bates College has a longstanding tradition of excellence in athletics and academics. It is expected that all student–athletes embrace the true spirit behind Division III athletics and strive for academic achievement first, as well as athletic success. Student–athlete attendance at all classes is mandatory, and the deadlines set by professors must be met. Representing Bates College as a student–athlete is a privilege, and participation in athletics will not be accepted as a valid excuse for unauthorized missing classes, exams, or deadlines.

Coaches will support student–athletes to achieve academic excellence, and each team has a faculty advisor that acts as a resource for players who may need help. A student–athlete should share all academic issues with their professors openly and honestly; similar to competition, if a student–athlete is struggling, it is an expectation that the student–athlete create an action plan to improve academic performance. If a student–athlete cannot maintain both academic excellence and athletic success, the student–athlete will be asked by the Department of Athletics to focus strictly on academic coursework. It is a priority of the Department of Athletics and Bates College that students achieve academically first and foremost.

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

STUDENT–ATHLETE RELEASE FROM CLASS AND EXAMS:
It is an expectation that student–athletes remain in constant communication with coaches and professors regarding release from scheduled class due to athletic competition. Student–athletes may not leave class unless they are officially released by their professor. Student-athletes must be proactive with their academics and stay on top of their course work.

Student–athletes should receive their contest early release times from their coach at the beginning of each season. Student–athletes should then immediately communicate with their professors and create a schedule for completing work that is missed due to early release for an athletic contest. Student–athletes should communicate with professors about classes missed due to early release within the first week of the semester. Schedule changes and post-season schedules will be shared in a timely fashion once they are made known to student–athletes.

The scheduled release time before home contests is 90 minutes before the starting time of the contest. The college policy for release time or departure time for away contests is determined by adding the prep time plus travel time. Preparation time has been determined to be 2 hours before the scheduled starting time in all sports other than football (2 1/2 hours). Travel time includes the possibility of a meal or rest stop en route.

Bates College supports a prominent Division III NCAA intercollegiate athletics program. Your representation of the College, involving public exposure in the competitive arena and in the media, places you in a public position not experienced by other Bates students; a position that requires exemplary conduct. Your behavior has a most definite impact on the reputation of your particular team, the Department of Athletics and the College and also on the attitude that others not involved in intercollegiate athletics have toward you and your fellow student-athletes. Lastly, whether or not you so choose, you will be looked upon as a role model and as a leader.
Definition
The Student–Athlete Code of Ethics provides general behavioral guidelines consistent with the responsibilities of participation, representation, and public exposure outlined above. The Code applies to all Bates students who are members of intercollegiate team(s), whether that sport is in season or not. In simple terms, any conduct that brings dishonor to a team and/or to the Athletic Department is considered a breach of the Code.

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

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

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

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

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

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

1. A student–athlete appeal request must be submitted in writing within two class days of receiving the sanction to either the Director of Athletics or the Senior Woman Administrator, depending on who heard the case originally. The grounds for appeal include the following:
- Sanction(s) imposed is grossly inappropriate;
- New evidence has come to light which would have been sufficient to alter the decision regarding the sanction(s);
• Evidence exists of bias on the part of the Director of Athletics and Head Coach(es).
• The appeal will be heard by the Director of Athletics or Senior Woman Administrator (SWA), depending on who heard the original case. In all cases, the appeal will be heard by an administrator that did not hear the original case.

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

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

SPORTSMANSHIP/CROWD POLICY:

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

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

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

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

Such conduct by a student–athlete will constitute a violation of the Athletic Department Alcohol, Drug and Other Prohibited Substances policy.

Any person(s) using inflammatory language and/or displaying inciting actions at a contest will be warned by the Athletics contest management staff that continuation of the activity will result in their ejection from the contest. If the language and/or activity continues, the offending person(s) may be removed immediately without a warning. The determination of whether certain language is inflammatory and/or action is inciting will be a judgment made by the Athletics contest management staff and will apply whether the offense is aimed at the contest participants, officials, other spectators, or the management staff.

A student–athlete who is ejected will be referred to the Student-Athlete Code of Ethics process.

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A student–athlete who is ejected will be referred to the Student-Athlete Code of Ethics process.

Any signs, banners, shirts, noisemakers, etc. deemed inflammatory by the contest management staff, or that are in violation of NCAA policies, will be removed.
NCAA DIVISION III DIVERSITY AND INCLUSION STATEMENT:

As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence.

More Information from the NCAA Division III on Diversity and Inclusion: http://www.ncaa.org/about/resources/inclusion/division-iii-diversity-and-inclusion

Bates College Office of Equity and Diversity: https://www.bates.edu/diversity-inclusion/


HARWARD CENTER:

The mission of Harward Center is to weave together campus and community for the enrichment of both liberal education and public life. The center seeks to weave the resources and concerns of our community into the Bates educational experience and onto the Bates campus. And in the process, we seek to educate students who can themselves weave together their learning, personal growth, ethical values, and public action for the common good.

In pursuit of these goals, we work with students, faculty, staff, and community partners from both the local Lewiston-Auburn community and beyond.

COUNSELING & PSYCHOLOGICAL SERVICES (CAPS):

Bates College recognizes that mental health significantly influences one's ability to participate fully in the College community. Counseling & Psychological Services (CAPS) strives to enhance each student's well-being by providing comprehensive, confidential mental health care and by encouraging informed, individual participation on mental health-related decisions. Counseling is free to all Bates students. The number of counseling sessions is based on student's needs. Students and their counselor can decide what is most beneficial and how long to continue.

More information on CAPS: https://www.bates.edu/counseling-psychological-services/

STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC):

The Student-Athlete Advisory Committee (SAAC) promotes and maintains among the Bates College student-athletes good sportsmanship, academic excellence, and involvement in the campus and local community. SAAC members represent all intercollegiate student-athletes and each varsity sport. SAAC representatives meet directly with the athletics administration and the SAAC advisors on a regular basis and through that interaction, help positively impact the co-curricular experience for all varsity student-athletes.
ALCOHOL, DRUG AND OTHER PROHIBITED SUBSTANCE POLICY:
Bates College has established community standards for the use of alcohol and other drugs, detailed in the Alcohol and Drug Policy found in the Code of Student Conduct. The Department of Athletics Alcohol, Drug, and Other Prohibited Substances Policy articulates the expected standards of behavior of all student–athletes regarding the use or abuse of alcohol, other drugs and prohibited substances and the support measures and minimum sanctions that will be implemented when violations of this policy occur. This policy will apply regardless of whether a violation occurs before, during, or after a student–athlete’s competitive season.

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

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

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

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

Department sanctions will generally be levied for the following:

1. The consumption of or being under the influence of alcohol or the use of or being under the influence of marijuana by student–athletes at any Athletics Department sponsored activity. A sponsored activity includes, but is not limited to, any contest, practice or team meeting, travel to or from sites of practice or competition, and campsclinics.

2. A documented violation of the college’s Alcohol and Drug Policy (i.e., a Campus Security report that results in a level II violation or other formal action through the student conduct process).

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

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

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

Second Violation

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

Third Violation

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

Medical Amnesty Policy

In situations where a student has contacted Security or Bates EMS for medical treatment either for themselves or for a fellow student, neither the student calling nor the student receiving medical attention will receive a violation through the student conduct system.

Students transported to the hospital in association with the consumption of alcohol or marijuana will have a conversation with the College’s alcohol, tobacco and other drug counselor, and a letter will be sent home to their parents. If a student is transported to the hospital more than once, college staff will explore whether a medical leave of absence is appropriate.

Situations involving a transport to the hospital as a result of illegal drugs other than marijuana or involving other violations (such as assault, disorderly conduct, etc.) fall outside the scope of the medical amnesty policy and may be handled through the student conduct system.

The Use of Illegal Drugs or Performance-Enhancing Substances

Student-athletes enrolled at the college may not use, purchase, possess, distribute, manufacture or sell any prohibited substance or illegal drug, any prescription medication without an authorized physician’s approval or any substance belonging to any of the classes of banned substances published by the NCAA, and updated periodically. The classes of banned substances include, but are not limited to: stimulants, anabolic steroids, diuretics (masking agents), street drugs (e.g., heroin, cocaine, etc.) and peptide hormones and analogues (e.g., human growth hormones and erythropoietin (EPO). The college may test for any substance contained on the NCAA list of banned substances, including unlisted compounds that are related to specific drugs listed by the NCAA (i.e., substances that are included in a class of drugs by their pharmacological action and/or chemical structure). The student-athlete is responsible for everything that goes into his or her body; students use any drug and nutritional or dietary supplements at their own risk. A dietary supplement is a product that contains one or more of the following dietary ingredients: vitamins, mineral, amino acids, herbs or other botanicals, and other metabolites. Many dietary supplements or ergogenic aids contain banned substances. Often the labels of dietary supplements are not accurate and are misleading. Terms such as “healthy” and “all natural” do not ensure that supplements are free of banned substances. All participants should keep the Sports Medicine staff and/or team physician aware of all over-the-counter or prescribed drugs that they may be taking, including nutritional/dietary supplements. Furthermore, all participants must consult with the Sports Medicine staff and/or team physician before using any dietary or performance enhancing supplement. A participant found to have possessed an illegal or banned substance will be subject to sanctions determined by the Director of Athletics in consultation with the Head Coach and the
Vice President for Campus Life and Dean of Students and, depending on the violation, may be referred directly to the Office of the Vice President for Campus Life and Dean of Students.

**Selling and/or Distributing an Illegal or Banned Substance**

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

**Self-Referral**

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

**Tobacco**

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

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**Appeal Process**

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

1. The appeal will be heard by the Director of Athletics or Senior Woman Administrator (SWA), depending on who heard the original case.

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

3. The appeal will be heard by the Director of Athletics or Senior Woman Administrator (SWA), depending on who heard the original case. In all cases, the appeal will be heard by an administrator that did not hear the original case.

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

_Bates Athletics reserves the right to alter, amend and/or modify the Alcohol, Drug and Other Prohibited Substances Policy at any time without prior notice to the participants and/or department staff._
SEXUAL MISCONDUCT POLICY, TITLE IX & MORE:

Title IX of the Education Amendments of 1972 prohibits gender-based discrimination based in educational programs and activities that receive federal financial assistance. Discrimination under Title IX includes but is not limited to sexual harassment, sexual assault, stalking, and intimate partner violence by employees, students or third parties. In support of the safety and well-being of members of the Bates community and in compliance with Title IX, the following Title IX Officer has been designated to respond to inquiries concerning gender-based discrimination including sexual harassment, sexual assault, stalking, and intimate partner violence:

Gwen Lexow  
Director of Title IX and Civil Rights Compliance  
Lane Hall 202A  
Phone: 207.786.6445  
glexow@bates.edu or titleix@bates.edu

If you are uncertain whether you wish to file a report, you may speak confidentially regarding your experience or concerns with the following individuals:

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

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

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

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

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

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

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

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

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

1. Any activity or action that creates a risk to the health or safety of another person.

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

NCAA Hazing Prevention in College Athletics:  
SOCIAL MEDIA:
Student-athletes are expected to exercise good judgement in their use of social media, and to conduct these activities in a responsible and respectful manner. What you post is your brand. Keep in mind that your online image represents yourself, your team and Bates College.

CENTER FOR PURPOSEFUL WORK:
Purposeful Work at Bates is about helping students discover the joy and power that arise from aligning who they are with what they do. It helps students identify and cultivate their interests and strengths and provides opportunities for them to acquire the knowledge, experiences, and relationships necessary to pursue their aspirations with imagination and integrity.
More Information on the Center for Purposeful Work: https://www.bates.edu/purposeful-work/
MEDIA REQUESTS:
Any and all media requests must be handled through the Sports Information Office. This is to ensure the request is in the best interest of the student-athlete, team and college.

Sports Information Director:
Andy Walter
Bates Communications Office
Email: twalter@bates.edu
Phone: 207-7816-6411

Assistant Sports Information Director:
Aaron Morse
Email: amorse@bates.edu
Phone: 207-755-5968

TEAM ASSESSMENTS:
All varsity teams will have an opportunity to meet with their respective team administrator and complete a survey to describe their experience as a Bates student-athlete. The primary goal of the Department of Athletics is to ensure that all student-athletes develop a wide range of skills that will prepare them well for life after college. Your feedback is critical in this process.

EQUIPMENT AND GEAR RETURN POLICY:
All student-athletes who receive gear/equipment from the Department of Athletics are responsible for the care and tracking of these items. At the end of each athletic season, student-athletes are responsible for returning the gear/items received at the onset of the season.

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

If a student-athlete does not return gear/equipment that was issued at the outset of the season, the student-athlete will be billed by the Department of Athletics for the cost of the item. This will appear on the student bill issued by the registrar each semester.
NESCAC Guidelines for Out-of-Season Activities

NESCAC institutions support all students in their desire to engage in activities that promote health and fitness. Students at NESCAC schools who participate in varsity athletics will often look to engage in athletic activity out-of-season. Most have played year round before coming to college. It’s natural and healthy for them to remain physically active. At the same time, our schools offer a wonderful array of opportunities and those on teams deserve the chance to explore new and different options. Activity out of season is viewed positively so long as it abides by NESCAC regulations and one’s participation is never seen as a condition for making a team.

NESCAC rules state that all out of season activities must be strictly voluntary. Out of season is defined as dates not inclusive in the period designated in Sec. II.D.1 [of the NESCAC Manual] as the practice starting dates and last conference approved contest of that athletic season. The following guidelines have been developed to assist member institutions in the implementation and application of the Conference policy governing out-of-season activities. They must be communicated by the Director of Athletics to all coaches, captains and the faculty on an annual basis and to team members annually by the respective coaches and a member of the athletic administration.

Guidelines
• All out-of-season activities must be completely voluntary and should never conflict with any academic obligation.
• There can be no scripting of activity, no attendance taken, no reporting to the coaching staff, no implication that participation can ever be a condition for making a team, and no involvement of any kind by any member of the coaching staff.
• Team captains and members may not coach or direct practices on or off campus. These activities are to be a “free play” environment. They are not to duplicate a practice that would be led by a coach. If a pick-up game is open to the rest of the student body, team members may participate.
• Facilities may not be reserved for a team activity out-of-season. In a multipurpose facility (i.e., field house) this rule would not preclude scheduling of activity limitations for safety reasons. In such instance, however, the activity may not be restricted to varsity candidates and must be open to all members of the student body. Procedures established for the general college community must be followed in the scheduling of such facilities.
• Off-campus facilities may not be rented or reserved for a varsity team activity, however an institution may arrange for off-campus space for recreational activities.
• Students may not use or be issued college-owned apparel or equipment out of season, unless it is available to the college community in general.
• Voluntary strength and conditioning programs are permitted. Coaches may design voluntary workout programs for their players. Sport coaches are not permitted to require, direct, or supervise these activities out-of-season. Strength and conditioning personnel may monitor voluntary individual workouts for safety purposes.
• There are to be no contests or scrimmages by institutional varsity or sub-varsity teams (or teams comprised solely of members of that institutional team) against outside competition out-of-season (including small-sided games/competition).
• Organized, institutionally supported and/or affiliated out-of-season practice and competition that take place off campus are prohibited. Individuals who choose to participate in athletics off campus do so at their own risk and may not infer from their participation that the activity is affiliated in any way with the institution.
• Insurance policies written to provide coverage for accidents occurring from intercollegiate athletics may only cover accidents that occur when students participate in events that are permitted as an in-season activity under NESCAC guidelines. Also, students injured in out-of-season activities will not be covered by NCAA catastrophic injury insurance.
• Permissible out of season activities include team community service activities, educational programming including leadership, alcohol and hazing education. Students may volunteer to work in sport-based clinics for youth provided clinics are conducted when classes are not in session, and students work no more than two days in any given sport in an academic year.
• Violations of this policy will be handled according to established conference guidelines and may result in penalties or sanctions against individuals and/or teams.
Department of Athletics and Physical Education
Student–Athlete Acknowledgment Form

My signature below confirms that I have read the Student–Athlete Code of Ethics and the accompanying Alcohol, Drug and Other Prohibited Substances, Hazing and Spectator Code of Conduct policies. As a student–athlete at Bates College, I agree to abide by the principles detailed in the Code of Ethics and the accompanying documents.

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

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

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

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

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

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

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

ACCEPTED AND AGREED:

________________________________________________________________________ Name, Sport(s)
________________________________________________________________________ Signature
________________________________________________________________________ Date
PROSPECTIVE STUDENT-ATHLETE AND HOST CODE OF ETHICS AGREEMENT

Bates College is delighted to welcome prospective student-athletes to spend overnight visits on campus. Official visits of prospective student-athletes are an excellent opportunity for recruits to learn more about life as a Bates student by experiencing it first-hand. The Department of Athletics is grounded in the principles of academic excellence, community, sportsmanship, inclusion, equity, and achieving competitive distinction. As hosts welcome prospective student-athletes to Bates, the visit should include elements of a genuine Bates student experience, while maintaining a comfortable and safe environment.

The Department of Athletics sets forth the following Prospective Student-Athlete & Host Code of Ethics that governs all overnight visits. This code reflects the laws imposed by the State of Maine, the NCAA, as well as the expectations set forth by Bates College and the Department of Athletics.

Please read the following statements and sign your names below to indicate that you fully understand and agree to the Prospective Student-Athlete & Host Code of Ethics. If you do not understand a statement or how it applies to you, please ask a member of the Department of Athletics staff to explain the statement further.

A prospective student-athlete must meet with the respective coach upon arriving on campus to review and sign the Prospective Student-Athlete & Host Code of Ethics along with the Host.

A prospective student-athlete participating in an overnight visit is required to abide by the conduct rules and regulations governing students regularly enrolled at Bates College. These rules include both the Student Code of Conduct and the Sexual Misconduct Policy, the links to which can be found online at: http://www.bates.edu/entering/policy/judicial-affairs/code-of-student-conduct.

The Host of the prospective student-athlete will refrain from consuming alcohol, providing alcohol to a prospective student-athlete, or using illicit drugs during the overnight visit period (up to 48 hours).

The purchase, possession and consumption of alcohol and/or illicit drugs during an overnight visit is strictly forbidden. Violation of this policy could jeopardize the prospective student-athlete’s enrollment to Bates College.

A prospective student-athlete is not to be unaccompanied. If necessary, another member of the team may relieve the initial host. Under these circumstances, the second host will now be responsible for upholding the Prospective Student-Athlete & Host Code of Ethics in its entirety.

A prospective student-athlete should not be taken off campus; however, walking with them to the downtown Lewiston area is acceptable when approved by the head coach and provided that the prospective student-athlete and host return to campus by 11:00 p.m. Under no circumstance should a prospective student-athlete be driven by car.

Any report of the host or the prospective student-athlete evading, disrespecting, or giving false information to a Bates Security Officer or Bates personnel will be met with severe consequences.
The host is responsible for representing Bates College and the Department of Athletics positively. Most importantly, the host is responsible for maintaining the prospective student-athlete’s well-being and safety to the best of the host’s ability.

It is important to remember that the ultimate goal of any prospective student-athlete’s visit is to help find student-athletes who will make a great addition to the Bates College community and athletic program.

I hereby acknowledge that I have read, fully understand, and can apply in practice the terms set forth above, and agree to abide by them during this overnight visit to Bates College. I also accept any sanctions that correspond with the violation of these terms, which include permanent expulsion from participating on a varsity team at Bates College.

___________________________________________
Signature of Prospective Student-Athlete           Sport(s)

___________________________________________
Printed Name of Prospective Student-Athlete          Date

___________________________________________
Signature of Host

___________________________________________
Printed Name of Host            Date
TRAVEL WAIVER AND RELEASE

Travel to and/or return from Bates College Athletic Contest in vehicle other than that provided by Bates Department of Athletics:

I, the undersigned,__________________________________________________________________________

(Name)

In consideration of my being permitted to participate in the activity as hereinafter described, at or sponsored by Bates College, acknowledge that I am aware of all the attendant risks in such participation, and hereby waive and relinquish any and all claims and demands which I may have against Bates College, its agent, servants, successors and assigns, arising or growing out of my participation in said activity.

Contest Date: _______ Opponent: _____________________ Site: _______________________

This Waiver and Release shall be binding upon my heirs, executors, administrators, and assigns.

Signature _______________________________________________________   Date: ________

Parent/Guardian Signature __________________________________________  Date: ________

Sport_____________________________________________________________

Description: _______________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________
________________________________________________________________________________________

_____________________________

NOTE: All aspects of the Bates Athletic Department Travel Policy still apply even though a student-athlete receives permission to travel to and/or from a contest in a vehicle other than that provided by Bates.

Bates College Athletic Department Fax Number: (207) 786-8232
ATHLETIC PERFORMANCE:  

Athletic Performance Department Mission Statement:

It is the mission of the Athletic Performance department to provide the most comprehensive high quality of care of the whole student-athlete. The Athletic Performance department consists of Sports Medicine and Strength & Conditioning programs. These programs will work in conjunction to provide professional, high quality care and athletic development.

Sports Medicine Philosophy:

Bates College supports a philosophy of athletic participation that places the health and well-being of all student-athletes as the highest priority. The Sports Medicine department recognizes that it is critical to have a trained team of experts to treat a wide variety of health related conditions. The Sports Medicine staff will be comprised of medical professionals whose mission is to provide the highest standard of care. The Sports Medicine staff will continually review current practices as well as seek out continuing education opportunities in an effort to provide and maintain the highest standard of care. In keeping with this philosophy, there is a shared commitment among members of the sports medicine and coaching staffs to be vigilant in conducting practices and contests safely while responding to accidents, injuries and illnesses promptly and effectively, and to assist student-athletes in obtaining appropriate evaluation, diagnosis, treatment, rehabilitation and recovery.

Sports Medicine Personnel:
Nick Cooke, Assistant Athletic Director for Athletic Performance  
ncooke@bates.edu

Ben Walker, Assistant Athletic Trainer  
bwalker@bates.edu

Catie O’Neal, Assistant Athletic Trainer  
oneal@bates.edu

Bobby Daigle, Assistant Athletic Trainer  
ndaigle@bates.edu

Katie Davis, Assistant Athletic Trainer  
kdavis5@bates.edu

Andrew England, Assistant Athletic Trainer  
aengland@bates.edu

Strength and Conditioning:

Mike Seltzer, Strength and Conditioning Coach  
mseltzer@bates.edu

Insurance:

Bates College requires all students to provide proof of primary insurance. Every insurance policy is different and it is the responsibility of each athlete and/or their guardians to ensure that their insurance policy covers any and all injuries sustained while participating in intercollegiate athletics. It is also the responsibility of each athlete and/or their guardians to ensure that their current insurance policy provides coverage in the region and network at Bates College. Proof of this insurance must be submitted to the Bates College sports medicine staff online using the ATS athlete portal. It is also highly recommended that the student carry a copy of their insurance card with them at Bates College. If an athlete’s insurance information changes from what was initially submitted or they have a lapse in coverage, it is the responsibility of the athlete and/or their guardians to notify the sports medicine
department immediately and to provide them with their updated information. Any and all medical expenses that should arise due to failure to submit current up-to-date medical insurance information will be the sole responsibility of the athlete and/or their guardians.

If you do not have a primary insurance policy, or your policy does not provide adequate coverage in the region and network of Bates College, the College offers a student health plan for purchase. You can find more information about this policy and how to sign up at this website: [https://www.bates.edu/financial-services/costs-and-payment/student-health-insurance/](https://www.bates.edu/financial-services/costs-and-payment/student-health-insurance/)

Bates College has also purchased a student accident policy for all students to provide a more comprehensive coverage of all accidental injuries with a benefit from dollar $0-2,500. This policy works in conjunction with your primary insurance, as well as the Bates excess policy. Student-athletes will be able to access this policy through the sports medicine department.

Furthermore, there is an intercollegiate excess insurance policy that will provide coverage, in addition to your primary insurance policy, associated to any injury incurred during a team sponsored event at which the coach is present and running a practice or competition within their playing season. This excess policy provides coverage from $2,500-90,000. In the event of a catastrophic injury the NCAA carries insurance coverage for damages totaling above $90,000.

Bates Sports Medicine Pre-participation Checklist:

New Student-Athletes:
- ATS Portal Information
- Demographic information
- Insurance Information
- Health History Questionnaire
- PHQ
- Authorization for Release of Medical Information
- Assumption of Risk Form
- Maine General Consent for Treatment
- Concussion Fact Sheet
- Watch NCAA Video links and complete accompanying form
- Pre-Existing Injuries
- Physician Return to Sport Statement
- Surgical Procedure Notes
- Physician Treatment Notes
- Physical Therapy Treatment Notes
- Sickle Cell Waiver form(Signed on campus)
- ADHD Documentation
- If on ADHD medication all listed documents on the ADHD reporting form must be filled out and submitted by the treating physician.

Returning Student-Athletes:
- ATS Portal Information
- Verify Demographic information
- Verify Insurance Information
- Health History Questionnaire
- PHQ
- Authorization for Release of Medical Information
- Assumption of Risk Form
- Maine General Consent for Treatment
- Concussion Fact Sheet
- Watch NCAA Video links and complete accompanying form
- Pre-Existing Injuries
- Physician Return to Sport Statement
- Surgical Procedure Notes
- Physician Treatment Notes
- Physical Therapy Treatment Notes
- ADHD Documentation
- If on ADHD medication all listed documents on the ADHD reporting form must be filled out and submitted by the treating physician.
NCAA Banned Drugs and Medical Exceptions:

The NCAA bans classes of drugs because they can harm student-athletes and create an unfair advantage in competition. Some legitimate medications contain NCAA banned substances, and student-athletes may need to use these medicines to support their academics and general health. The NCAA has a procedure to review and approve legitimate use of medications that contain NCAA banned substances through a Medical Exceptions Procedure. The diagnosis of adult ADD and ADHD remains clinically based utilizing clinical interviews, symptom-rating scales and subjective reporting from patients and others. Bates College and the NCAA follow the same guidelines to ensure adequate medical records are on file for student-athletes diagnosed with ADD and ADHD in order to request an exception in the event a student-athlete tests positive during NCAA Drug Testing.

All medications must be on file in the Sports Medicine Office prior to participation.

A list of some examples of banned substances can be found here: http://www.ncaa.org/sport-science-institute/topics/2019-20-ncaa-banned-substances
2018–2019 HIGHLIGHTS

163 student-athletes named NESCAC All-Academic

30 All-American awards won by Bates student-athletes

Amelia Wilhelm ’19 (Women’s Rower) was named a finalist for the NCAA Woman of the Year

Women’s Rowing won its third straight NCAA Division III National Championship

Women’s Rowing won the Head of the Charles for the second straight season

Men’s and Women’s Cross Country both qualified for the NCAA Division III National Championships

Volleyball earned its fourth straight trip to the NESCAC Tournament

Baseball earned its third straight trip to the NESCAC Tournament

Women’s and Men’s Squash finished No. 17 and No. 21 in the nation, respectively

Men’s and Women’s Track swept the Maine State Meet

Ayden Eickhoff ’19 (Women’s Track and Field) finished second in the 1500 meters at the NCAA Championships

Katie Barker ’19 (Women’s Cross Country) became the 18th CoSIDA Academic All-American in the history of Bates Athletics