

## **Lakeland Athletics**

Lakeland College is a member of the National Collegiate Athletic Association (NCAA) Division III. Lakeland has nine varsity intercollegiate sports for men (basketball, baseball, cross country, football, golf, soccer, tennis, track and wrestling) and eight intercollegiate varsity sports for women (basketball, cross country, golf, softball, soccer, tennis, track and volleyball); we also offer men's volleyball as a club sport. Muskie women and men student-athletes compete in the Northern Athletics Conference.

### **Philosophy of Intercollegiate Athletics**

At Lakeland, we believe that a sound, well-structured varsity athletic program provides a common focus for members of the entire college community through which students, faculty, staff, and alumni meet and share a common experience. We believe that varsity athletic programs should serve to help recruit students who will be a credit to themselves and their college, while developing a favorable public image for the institution.

At Lakeland, we seek to provide a sound athletic program that operates effectively on three levels: intercollegiate, intramural and lifelong recreation. At each level, the primary purpose is the continuing development of the individuals who participate.

The explicit college commitment on all three levels of the athletic program reflects the philosophy that athletics are an integral part of the educational mission of this institution. This involves the teaching of proper modes of conduct, as well as a variety of skills that emphasize cooperation, enjoyment and honest competition with winning as a goal rather than an end.

### **Honesty**

Honesty is expected from all persons involved in the athletic program, including faculty and student-athletes. Honesty helps create closer relationships between coaches, student-athletes, and everyone within the Lakeland College community. Having close relationships with individuals within the school will help others help you whether it is with personal issues, bettering yourself as a person, or just improving academically or athletically. It brings out a positive environment, which will add to the great experience here at Lakeland.

### **Objectives of Intercollegiate Athletics**

#### **This program should:**

1. Contribute to the educational experiences of as many students as possible by creating an interest for the student's involvement in varsity and junior varsity programs.
2. Contribute positive community spirit and morale within the college.
3. Promote public interest in the college by way of external recognition of the achievements of its athletic teams.
4. Develop team and individual student-athletes who are truly a part of and represent the student body.
5. Comply with Title IX to uphold equity and like principles of importance in both men's and women's athletic programs.
  - a. "Title IX was the first comprehensive federal law to prohibit sex discrimination against students and employees of educational institutions. Title IX benefits both males and females, and is at the heart of efforts to create gender equitable schools. The law requires educational institutions to maintain policies, practices and programs that do not discriminate against anyone based on sex. Under this law, males and females are expected to receive fair and equal treatment in all arenas of public schooling: recruitment, admissions, educational programs and

activities, course offerings and access, counseling, financial aid, employment assistance, facilities and housing, health and insurance benefits, marital and parental status, scholarships, sexual harassment, and athletics.” (Professor David Sadker, Ed.D. School of Education, Teaching, & Health)

6. Our institution provides association policies, essential resources, and maintains procedures which will encourage full development of the academic potential, as well as the well-being of student-athletes.

## **Sportsmanship and Ethical Conduct**

Lakeland College does not accept unsportsmanlike behavior at any athletic contest. Your conduct in and out of the athletic arena is a direct reflection on Lakeland College and the local community. Athletics is an arena where we represent our school in a very public light, so both participants and spectators are reminded to behave in a responsible manner. This includes, but is not limited to, treating opponents, officials and spectators with respect, never using improper or foul language, cheering for our team and not against our opponents, and abiding by all rules and regulations. By using the role of education through sports we aim to teach our student-athletes and surrounding community’s acts of good sportsmanship and respect for others. Through sportsmanship we show and teach values of responsibility, sincerity, equality, pride, and the goal of excellence. Furthermore, players and spectators shall never behave in a manner that is an embarrassment to our programs, athletes, or college. People not adhering to this policy will be removed from that event and may be banned from future contests. Remember that participating in intercollegiate athletics at Lakeland College is a privilege, not a right.

## **Athletic Governing Associations**

Lakeland College is part of the National Collegiate Athletic Association (NCAA) and Northern Athletics Conference, and is fully devoted to upholding and practicing the established standards and regulations governing intercollegiate athletics at the Division III level. Institutional control is maintained through the development and review of athletic policies by the College President, Director of Athletics, Senior Women’s Administrator, Faculty Athletics Committee, & Compliance Officer.

## **Student Athletic Advisory Council (SAAC)**

Advisors: Teri Johnson

The SAAC consists of student-athletes from each team. Any student–athlete is welcome to attend the bi-monthly meetings.

### **PURPOSE**

- Encourage unity, common purpose and camaraderie between teams and among all athletes.
- Promote and support athletics at institutional, conference and national levels.
- Serve as a vehicle through which the College may discuss with student-athletes issues regarding the management, operation, rules and proposed legislations that govern the Athletics Department and its sports teams.
- Provide the student-athlete population with an opportunity to more effectively communicate with LC Athletics Department administration.
- Organize community service efforts.

*Team members are strongly encouraged to support the activities and events sponsored by SAAC*

## Eligibility

### Good Academic Standing

To be eligible to represent an institution in intercollegiate athletic competition, a student-athlete shall be in good standing. This is determined by the academic authorities who determine the meaning of such phrases for all students of the institution. It is subject to controlling legislation of the conference(s) or similar association for which the institution is a member. A minimum of 2.0 overall Lakeland G.P.A is required for graduation from Lakeland College as well as to maintain good academic standing (Lakeland College Catalog pp. 34-35).

#### **All varsity sports must follow these policies:**

1. Students must maintain a minimum G.P.A of 2.0 to remain in good academic standing.
2. Students participating in intercollegiate athletics must be enrolled full-time in the college's traditional day program to maintain their eligibility to participate. If during a semester a student has no chance to receive a passing grade in a course, they may be advised to withdraw from the class and athletic ineligibility may result.
3. Students placed on academic warning are ineligible to participate in intercollegiate athletics.
4. To participate a second season in a sport, all students must have accumulated at least 24 semester / 36 quarter (or equivalent) institutional credit hours.
5. To participate the third season in a sport, all students must have accumulated at least 48 semester / 72 quarter (or equivalent) institutional credit hours.
6. To participate the fourth season in a sport, all students must have accumulated at least 72 semester / 108 quarter (or equivalent) institutional hours of which must be in general education and/or in the student's major field of study.
7. The athletic director should be notified prior to any add/drop of academic courses.
8. In all other eligibility matters, adhere to the National Collegiate Athletic Association Division III regulations.
9. The National Collegiate Athletic Association eligibility form shall be mailed or faxed to the NAC compliance office prior to any competition.

"Eligibility certification is required for all student-athletes *before* representing your institution *in any manner* (scrimmages, games, meets, contests, etc.) against competitors not directly identified with the institution in any sport recognized by the National Collegiate Athletic Association or the Northern Athletic Conference"

#### **Transfer students:**

Most students enrolled to a Division III institution are immediately eligible to participate in athletics. The NCAA Legislation requires that transfer athletes have to be academically eligible where he/she was formerly enrolled as a full-time student, to be eligible to where he/she transfers. If they were not, they must meet the appropriate standings before participation. All students are ineligible if they have participated for four years prior or are in their eleventh fulltime semester.

*Coaches are responsible for retrieving such information. The Director of Athletics must be informed immediately concerning questionable cases.*

## **Years of Participation**

In the NCAA Division III you may compete four academic years or the equivalent of eight full-time semesters. On a semester system, each semester of full-time enrollment at a college is counted toward years of eligibility. A student-athlete may be granted an additional year of competition for reasons of “hardship” which is defined as incapacity resulting from injury or illness under the following criteria:

1. It occurs in one of the four seasons of intercollegiate competition.
2. It occurs when the student-athlete has not participated in more than 20% of the institution’s completed events in that sport, whichever is greater, provided the injury or illness occurred in the first half of the season and resulted in incapacity to compete for the remainder of the season.
3. To specify that a student-athlete will be charged with a season of competition if he or she practices or competes during or after the first regular season contest at a Division III institution.
4. Exception-Final Semester/Quarter – A student-athlete with athletics eligibility remaining may participate in organized practice sessions while enrolled in less than a minimum full-time program of studies, provided the student is enrolled in the final semester or quarter of the baccalaureate program and the institution certifies that the student is carrying (for credit) the courses necessary to complete the degree requirements, as determined by the faculty of the institution. You must apply for this exception with the VP for Student Development and Director of Athletics.

All requests for hardship consideration must be directed to the head coach, who in consultation with the team athletic trainer, will make a recommendation to the Director of Athletics.

## **Faculty Athletics Representative**

A member of the Lakeland Faculty is appointed to serve as a liaison between the Department of Intercollegiate Athletics and the college faculty. The responsibility of this person is to monitor the academic eligibility of all student-athletes. Eligibility status is reported to the Director of Athletics by the Faculty Athletics Representative and Registrar’s Office.

## **Class Attendance Policy**

Students are expected to be present at all class sessions. Coaches will attempt to schedule contests so they do not conflict with your class schedules. However, in cases where this is not an option, notifying instructors and arranging for missed work is your responsibility. It remains at the discretion of each instructor as to if/how work is to be made up. The instructor determines the attendance policy for each class and students should be aware of his or her specific policy. Students are expected to be punctual in their attendance at all classes.

## **Class Absences due to Competition Conflict**

Class Absence notification due to extra-curricular activity should include all of the following:

1. Students must notify instructors beforehand so that you are clear on any assignments that might be missed and possible assignment or exam deadlines.
2. Students are expected to complete all work missed according to the instructor’s policies.
3. Students need to be aware of each instructor’s specific absence policy.
4. Early dismissals are sent to faculty members with dismissal dates and times.
5. If concerns, problems, or questions arise about absence policies, contact the individual instructor, Jeff Schwehm (Faculty Athletic Representative), and/or Jane Bouche (Director of Athletics).

## **Resolutions to Overcome Student-Athlete & Coach Conflicts**

If conflicts arise between coaches and student-athletes over the following, but not limited to:

1. Injuries
2. Amount of playing time
3. Practice methods and training
4. Parental involvement
5. Inappropriate comments or actions

If any of the previously listed problems occur the following should be followed:

- a) The student-athlete is advised to schedule a meeting between themselves and their coach
  - i) Outline the problem in written form.
  - ii) Give a copy to the Director of Athletics and the coach.
  - iii) Try to resolve the issue in this meeting.
- b) If problem is not resolved, the Director of Athletics needs to be contacted to schedule a meeting.
  - i) This meeting will be between the student-athlete and the Director of Athletics.
  - ii) The Director of Athletics will then have a one-on-one meeting with the coach. The Director of Athletics will make the final decision to the issue.

### **Lakeland College Athletic Training Policies and Procedures**

- Respect for athletic training room personnel; no foul language or horseplay in the training room.
- Respect for training room equipment. Any equipment lost or damaged (including water bottles) will be the responsibility of the athlete and/or team.
- Any equipment loaned out must be returned or the athlete will be charged a replacement cost (includes braces, crutches, etc.). Do not take equipment from the athletic training department without receiving permission from a certified athletic trainer.
- Be prompt for appointments and treatments. If you cannot make an appointment please notify the supervising athletic trainer by calling x1510, x1252, or x1465.
- Leave all equipment and bags outside the training room or in lockers before entering for taping or treatments.
- No towels will be loaned out for personal use.
- No shoes inside the training room.
- No loitering in the training room.
- No self-treatment is to be performed.

#### **Injuries:**

- Report all injuries immediately to a supervising certified athletic trainer as soon as possible. If one is not available, report to the nearest athletic training student.
- All injury evaluation, treatments, and rehabilitation must be done at least two hours before practice or competition. No injury evaluation, treatments, and rehabilitation will occur during the hour prior to a practice or an event (unless by appointment).
- Wear proper attire for assessment and treatments (shorts, t-shirt or tank top). Bring athletic shoes with you.
- All taping and preparation will stop 10 minutes prior to practice or event.

**Sickness:**

- In the event of illness please report to the school nurse or the walk-in clinic. It is not a certified athletic trainer's specialty to assess illnesses or sickness.

**Special Physical condition:**

- In the event of a special physical condition, (such as, but not limited to: pregnancy, mental illness, disordered eating, and etc.) please immediately communicate with head certified athletic trainer.

For questions, comments or concerns, please contact certified athletic trainers and school nurse:

Dona Richardson	Head Athletic Trainer.....	920-565-1510
Garth Laszinski	Assistant Athletic Trainer.....	920-565-1252
Sara Schnyder	Assistant Athletic Trainer .....	920-565-1465
Sherry Carstens, School Nurse	.....	920-565-1523

## **Training Rules and Behavioral Guidelines**

**Training Rules**

The following rules shall serve as general training rules for student-athletes. More specific training rules may be in effect for individual teams.

1. A student-athlete is **prohibited** from the unlawful manufacture, possession, distribution or use of drugs , except prescriptions as prescribed by a physician. Such violations will result in athletic suspension and/or dismissal from the athletic team.
2. The use of tobacco in all forms by all students is **prohibited** in all indoor and outdoor athletic facilities at Lakeland College.
3. The Lakeland College athletic department does not condone the use of alcohol and seeks to promote an environment in which choosing not to drink is preferred and socially acceptable. We firmly believe that the use of alcohol can be detrimental to the physical and mental well being of its student-athletes. It is unlawful for any person under the age of 21 to purchase, consume, possess, distribute or sell alcohol in the State of Wisconsin. The athletic department supports Wisconsin law and will act accordingly when student-athletes are found in violation of state law.
4. A student-athlete must report all injuries, no matter how insignificant they appear to be, to the coach and/or athletic trainer immediately.
5. The possession and consumption of alcoholic beverages at NCAA and Lakeland College sanctioned events is strictly prohibited. Violators of this policy will be asked to leave or will be removed from the site of competition.

## STUDENT-ATHLETE DRUG AND ALCOHOL EDUCATION PROGRAM AND DRUG TESTING POLICY

### I. INTRODUCTION

The overall goal of Lakeland College's Student-Athlete Drug Education and Testing Policy is to promote a year-round drug free environment as well as to address alcohol and other drug-related issues in the LC intercollegiate athletic program. Within the overall goals are the following objectives:

- To protect the health, safety, and welfare of the student-athlete;
- To identify, address, and treat student-athlete problems and concerns involving drug and alcohol use and abuse;
- To inform and educate student-athletes and others associated with athletic teams about drugs and alcohol, and the effects of their use/abuse;
- To protect the institution's integrity; and
- To seek to maintain "fair play" in intercollegiate athletic competition by LC athletes.

The first priority of this policy is the student-athlete's health, welfare, and safety. The approach is from a medical perspective, with an emphasis on prevention, diagnosis, treatment, and rehabilitation. Accordingly, notwithstanding any other provision in this policy, our trainers may prohibit any student-athlete from practicing or competing for such time as the trainer deems that to be medically necessary.

Education and counseling are the cornerstones of the policy. These activities are conducted to alert student-athletes and coaches to the potential harm of substance abuse. Education and counseling are supplemented with drug testing. Studies have shown that education alone is not a sufficient deterrent to drug use.

### II. EDUCATIONAL COMPONENT

A major component of this policy is education. There are two facets to the educational program: (1) explanation of LC's drug education and testing program to student-athletes and others, and (2) dissemination of information to student-athletes and those associated with athletic teams regarding drugs and alcohol, their use and abuse, and how such use or abuse may affect the student-athlete and his/her team and teammates.

#### A. Explanation of LC's program to the student-athlete:

1. A presentation will be made to each intercollegiate athletic team in order to outline and review this policy, its purposes and implementation, and sanctions for violating it.
2. A copy of this policy will be given to student-athletes at their annual team Certification Meeting or another meeting designated by the teams' head coach. They will be asked to sign a form acknowledging receipt of the policy and consent to testing.
3. Any student-athlete who does not wish to sign the consent form may choose not to do so and forego participation in intercollegiate athletics. Student-athletes are free to refuse to consent to drug testing under this policy. However, student-athletes who refuse to be tested in accordance with this policy, which is designed to protect the health and welfare of the student-athlete, will not be permitted to participate in intercollegiate athletics at Lakeland College.

## B. Education of student-athletes and others about alcohol and other drugs.

1. Student-athletes will be provided educational sessions through the athletics department, SAAC, and a variety of LC student affairs programming that focus on information regarding the dangers of using performance-enhancing substances, illegal drugs, and alcohol.
2. Educational sessions will be designed with the following goals:
  - a. To inform those associated with intercollegiate athletics how to recognize the warning signs and side effects of specific drugs.
  - b. To educate the student-athlete and other appropriate personnel about the problems of drug and alcohol abuse, and how drug and alcohol abuse may adversely affect the student-athlete and his/her team and teammates.
  - c. To encourage discussion about the use of drugs and consumption of alcohol.
  - d. To describe rehabilitation and treatment programs and to inform about referral centers.
3. Appropriate athletic department personnel may be expected to attend NCAA drug and alcohol education seminars and other similar seminars, and to participate in departmental drug education training sessions, in order to keep up to date on these issues.

## III. COUNSELING COMPONENT

- A. The purpose of the counseling component of this policy is to provide assistance, direction, and resources for student-athletes who need support as a result of positive tests, athletic trainer or other referral, or self-referral.
- B. Counseling will be provided by trained specialists in the College's Counseling Center. Student-athletes reserve the right to enroll in a public program, if available, or a private qualified counselor at the student's expense. Counseling will be confidential. However, the student-athlete's substance abuse counselor will inform the Director of Athletics, the Head Trainer, and/or the student-athlete's head coach of the student-athlete's progress and of any incidents of non-compliance.
- C. Self-referrals for counseling may occur at any time. A student-athlete who feels he/she needs to talk to a substance abuse counselor should contact the Head Athletic Trainer or designee, who will make the appropriate referral for counseling.

## IV. DRUG TESTING COMPONENT

### A. Drug Testing Procedures

1. The Athletics Department has instituted a program of testing for "street"/illicit/sport enhancing substances. It is a condition for participation in the intercollegiate athletic program at Lakeland College that each student-athlete agrees to take these tests. Substance abuse can result in serious consequences and yet risks are seldom recognized by victims before serious physical and emotional damage has occurred.
2. Student-athletes who will be randomly selected for testing include those receiving financial aid (including summer school and fifth year aid) during the calendar year (includes summer sessions) and/or any student who is on a roster during the calendar year (includes summer sessions).

3. A student athlete may be subject to testing at any time when there is reasonable cause to suspect an individual is or has been engaging in the use of banned substances based on available information.
4. Names of those student-athletes randomly selected for drug testing will be given to the Director of Athletics who will notify the head coach or designated assistant coach. Coaches are expected to call each student or speak directly to the student-athlete in person or by phone to notify the student of the time of the test
5. Failure of the student-athlete to appear at the designated time will result in a positive drug test. The student-athlete will not be able to participate in athletic related activities until this test is administered. The test will be administered by a certified athletic trainer.
6. Student-athlete is responsible to inform Garth Laszinski, ATC of any drugs that are prescribed by a physician prior to being drug tested.

## B. Responses to Positive Test Results

### 1. Notification of Positive Test Results

The student-athlete's Athletic Trainer(s), head coach, the Director of Athletics, and, if the student-athlete has one, his/her substance abuse counselor will be informed of positive test results. Other College officials may be notified of the result if the Director of Athletics determines that the relevant official has a legitimate institutional interest in receiving the information.

### 2. Sanctions for Positive Test Results

- a. Each head coach may have team rules regarding the use and/or abuse of drugs that may affect the eligibility for practice and competition of the student-athletes on his/her team. Such team rules may provide for sanctions that are more stringent than those required by this policy.

#### b. First Offense

A student-athlete who is found to have utilized or is in possession of a substance (or paraphernalia) on the list of NCAA banned drugs, (Bylaw 31.2.3.1) may be declared ineligible for participation in regular and post season competition as outlined below:

The student-athlete shall be declared ineligible for further participation in all sports for one calendar year (365 days). IF a student-athlete successfully completes the reinstatement process (see section E), the sanction may be adjusted to 33% of the team's overall (not remaining) scheduled contests and all regularly scheduled athletically related team activities (including post-season competition). This suspension can be carried over to the next season in that sport. If the student-athlete is a multi-sport participant, the suspension will continue into the next sport's season. The Athletics Administration will determine the length of the suspension in the second sport with consideration given to calculating the appropriate number of contests to be missed in relationship to the number already missed in the sport the violation occurred.

1. Refusal to participate in drug testing prohibits a student-athlete from participating in any intercollegiate sport at Lakeland College for one calendar year (365 days) of the team's scheduled contests and all regularly scheduled athletically related team activities (including post-season competition).
2. A student-athlete may not sign up for a sport for which they have not previously participated in order to fulfill their suspension.
3. Student-athlete may not compete against outside competition during the nontraditional season segment.
4. All disciplinary actions for substance abuse accumulates during the entire time that an individual is a student-athlete.
5. The student- athlete will be charged with the loss of a minimum of 33% of the team's scheduled contests and all regularly scheduled athletically related team activities (including post-season competition) in all sports if the season of competition has not yet begun (Bylaw 18.4.1.5.1 NCAA duration of ineligibility).
6. If the student-athlete transfers to another NCAA institution while ineligible, they will remain ineligible for the duration of the time period as set forth by this policy.

c. Second Offense

If a student-athlete tests positive a second time for the use of any banned substance, he/she shall lose all remaining regular and post-season athletically related eligibility in all sports at Lakeland College.

B. Student-Athlete Reinstatement

1. Student-athletes who are first offenders may apply for reinstatement to participate in Lakeland College intercollegiate athletics. Application must be received within five business days of the notice that sanctions shall be imposed (contact the Senior Woman Administrator for application form). The student-athlete shall be subject to suspension from practice and competition until reinstatement is granted and sanction is completed (see Sanctions for Positive Test Results, section B, 2.)

An athlete who has been dismissed from the team may apply for reinstatement if the following have been met:

1. Application given to designated athletics administration personnel of intent to apply for reinstatement;
2. Submission of a letter of support for application of reinstatement from the student-athlete's head coach;
3. Submission of evidence of enrollment in a professional counseling program through existing college programs or public programs, if available, or a private qualified counselor at the student's expense;

4. Demonstrated commitment on the part of the student-athlete to abide by The Lakeland College Drug Education, Testing, and Treatment Program;
5. Submission of a letter of support for reinstatement from the student-athlete's head coach after suspension has been completed; and,
6. Consent to regular unannounced testing if reinstated at the student-athlete's expense.

Applications for reinstatement to the team following a dismissal shall be submitted to the Senior Woman Administrator and/or other designated athletics personnel who will schedule a meeting of the Reinstatement Committee. The reinstatement committee is composed of the Senior Woman Administrator and/or other athletics designated personnel, a member of the student life department, and a selected person who is knowledgeable about drugs, drug use, and/or abuse. The Reinstatement Committee will determine whether the applicant has met the conditions for reinstatement. The Reinstatement Committee shall provide a written decision regarding reinstatement to the Director of Athletics, the student-athletes head coach(es) and the student-athlete. The decision of the Reinstatement Committee shall be the final decision of Lakeland College.

### **Safe Harbor Program (Voluntary Disclosure)**

Lakeland College encourages voluntary admission of illegal drug use and abuse of alcohol and legal drugs. A student-athlete eligible for Lakeland College's Safe Harbor Program ("Program") may refer himself or herself to the Program for voluntary evaluation, testing, and counseling. To enter the Program, the student-athlete must notify the Director of Athletics, Head Athletic Trainer, or other LC personnel and complete the Safe Harbor Program notification form. However, there are circumstances in which a student-athlete is not eligible for the Program. They include, but are not limited to the following:

1. A student-athlete who has received a positive Lakeland College or NCAA drug test.
2. After drug testing notification had been initiated. For example, once a student-athlete or coach has been notified of a drug test, the Program is no longer available for that particular test.
3. Thirty (30) days prior to NCAA or Conference postseason competition.
4. Previously entered him/herself into the Program at any time during their athletic eligibility at Lakeland College (regardless of the substance).

Lakeland College will work with the student to prepare a Safe Harbor treatment plan which may include confidential drug testing. The student-athlete may be tested for banned substances upon entry into the Program and such positive initial test will not result in any administrative sanction except those listed in this section (an athletic trainer may suspend the student from play or practice if medically indicated). A student-athlete will be permitted to remain in the Program for a reasonable period of time, not to exceed 30 days or the time period to complete the Safe Harbor treatment plan.

**Failure to comply with the Safe Harbor Programs treatment plan or evidence of new substance use (as determined by follow-up testing) after entering the Safe Harbor Program, will result in a positive drug test** and be subject to appropriate sanctions as detailed in the Lakeland College Drug Education and Testing Program. The student-athlete will also be removed from the Safe Harbor Program.

While in compliance with the Safe Harbor Program treatment plan, the student-athlete will not be included in the list of students eligible for random drug testing by Lakeland College. Students in the Safe Harbor Program may be selected for drug testing by the NCAA.

The Director of Athletics, Dean of Students, Head Athletic Trainer, and the student-athlete's Head Coach may be informed of the student's participation in the Safe Harbor Program. The athletic trainer assigned to that sport may be notified, if medically appropriate. The assistant coach(es) also may be informed at the discretion of the head coach. Other college employees may be informed only to the extent necessary for implementation of this policy.

## Lakeland College Student-Athlete Code of Conduct

The Lakeland College athletic department supports the Student Code of Conduct as outlined in the student handbook. ([www.lakeland.edu](http://www.lakeland.edu)) The Student Handbook is the official document describing college policy for student behavior, the student discipline system, and sanctions for violation of College policy. As such, communication between the Director of Residence Life, Security, and the Department of Athletics regarding violations is ongoing. The Athletic Department reserves the right to discipline a student-athlete for behavior that violates the code of conduct and sanctions from both offices may be in effect concurrently.

It is a privilege and not a right to be a student-athlete and every student-athlete is expected to conduct himself or herself in a manner that exhibits honor and respect to the team, department, college and surrounding community for the duration of his or her tenure as a student-athlete. Student-athletes share a commitment that all student-athletes are held accountable to a higher standard. The focus is that each student-athlete is a role model and a leader among their peers in their attitudes and behavior both on and off the playing field. The commitment to excellence requires a standard beyond tolerable acceptance to achieve leadership.

Student athletes whose behavior does not comport with the acceptable standards expected of Lakeland College student athletes may be subject to review by the Athletic Code Violation Review Committee. Student-athletes will be notified by a member of the athletics department that:

1. All student athletes should review the student handbook and will be required to sign a document indicating that they understand that participating in intercollegiate athletics while they are a student at Lakeland College is a privilege and that they agree to the standards of behavior outlined in the student code of conduct.
2. All student athletes will be required to acknowledge that they are under obligation, as a condition of their participation in intercollegiate athletics at Lakeland College, to immediately self-report any violations of the student code of conduct to their Head Coach or the Athletic Director. Failure to self-report any violations of the student code of conduct will subject the student athlete to possible disciplinary action by the Athletic Code Violation Review Committee.
3. Any action taken pursuant to the student code of conduct will be considered separate and distinct from any action that may be taken by the Office of the Dean of Students, other administrative action taken by the College (including, but not limited to, action taken under the "STUDENT-ATHLETE DRUG AND ALCOHOL EDUCATION PROGRAM AND DRUG TESTING POLICY") or any action taken by law enforcement or criminal justice agencies against the student athlete.
4. Upon notification of a violation of the code, the Head Coach will meet with the student-athlete, give the student-athlete an opportunity to explain the situation, consult with the athletic administration, and impose a penalty. The sanction/penalty will be explained in writing and provided to the student-athlete. Should the student-athlete wish to appeal any disciplinary action, he or she should contact the Athletic Director.

In certain circumstances, student-athletes might be required to meet with additional personnel to help clarify the situation and to maintain uniformity between the athletic programs.

Conduct incompatible with the College community, therefore disruptive of our academic environment, shall be subject to disciplinary action. Please see Residence Life Policies and Student Conduct Policies located in the Student Handbook for the established policies for behavior to ensure that a healthy environment for living and learning does exist. Topics that fall under the student-athlete code of conduct include, but are not limited to:

Academic Misconduct  
 Alcohol Use  
 Association with an Incident  
 Disorderly Conduct  
 Drug Use  
 Hazing  
 Gambling  
 Property Damage  
 Public Safety  
 Respect  
 Social Networking  
 Unsportsmanlike Issues

The Dean of Students, Director of Residence Life, and athletic department coaches and administration take a developmental/learning experience approach to code of conduct violations. The sanction(s) will depend on student's attitude, level of remorse, and disciplinary history. Please consult the Student Handbook for sanctions due to violation of Student Conduct Policies. The Athletic Department reserves the right to discipline a student-athlete for behavior that violates the code of conduct and sanctions from both offices may be in effect concurrently.

### NCAA BANNED DRUG CLASSES

The NCAA list of banned-drug classes is subject to change by the NCAA Executive Committee. Contact NCAA education services or [www.ncaa.org/health-safety](http://www.ncaa.org/health-safety) for the current list. The term "related compounds" comprises substances that are included in the class by their pharmacological action and/or chemical structure. **No substance belonging to the prohibited class may be used, regardless of whether it is specifically listed as an example.**

Many nutritional/dietary supplements contain NCAA banned substances. In addition, the U.S. Food and Drug Administration (FDA) does not strictly regulate the supplement industry; therefore purity and safety of nutritional dietary supplements cannot be guaranteed. Impure supplements may lead to a positive NCAA drug test. The use of supplements is at the student-athlete's own risk. Student-athletes should contact their institution's team physician or athletic trainer for further information.

#### **Bylaw 31.2.3. Banned Drugs**

The following is a list of banned-drug classes, **with examples of substances under each class:**

##### **(a) Stimulants:**

amiphenazole	methylenedioxymethamphetamine
amphetamine	(MDMA, ecstasy)
bemigrade	methylphenidate
benzphetamine	nikethamide
bromantan	pemoline
caffeine <sup>1</sup> (guarana)	pentetrazol
chlorphentermine	phendimetrazine
cocaine	phenmetrazine
cropropamide	phentermine
crothetamide	phenylephrine

diethylpropion	phenylpropanolamine (ppa)
dimethylamphetamine	picrotoxine
doxapram	pipradol
ephedrine	prolintane
(ephedra, ma huang)	strychnine
ethamivan	synephrine
ethylamphetamine	(citrus aurantium, zhi shi, bitter orange)
fencamfamine	
meclofenoxate	<b>and related compounds</b>
methamphetamine	

The following stimulants are not banned:

phenylephrine  
pseudoephedrine

### NCAA BANNED DRUG CLASSES

#### (b) Anabolic Agents:

##### anabolic steroids

androstenediol	methyltestosterone
androstenedione	nandrolone
boldenone	norandrostenediol
clostebol	norandrostenedione
dehydrochlormethyl- testosterone	norethandrolone
dehydroepiandro- sterone (DHEA)	oxandrolone
dihydrotestosterone (DHT)	oxymesterone
dromostanolone	oxymetholone
epitrenbolone	stanozolol
fluoxymesterone	testosterone <sup>2</sup>
	tetrahydrogestrinone (THG)
	trenbolone
	<b>and related compounds</b>

gestrinone  
mesterolone  
methandienone  
methenolone

##### other anabolic agents

clenbuterol

#### (c) Diuretics:

acetazolamide	hydrochlorothiazide
bendroflumethiazide	hydroflumethiazide
benzhiiazide	methyclothiazide
bumetanide	metolazone
chlorothiazide	polythiazide
chlorthalidone	quinethazone
ethacrynic acid	spironolactone
flumethiazide	triamterene
furosemide	trichlormethiazide

**and related compounds**

#### (d) Street Drugs:

heroin	tetrahydrocannabinol
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marijuana<sup>3</sup>(THC)<sup>3</sup>**(e) Peptide Hormones and Analogues :**

corticotrophin (ACTH)  
 growth hormone (hGH, somatotrophin)  
 human chorionic gonadotrophin (hCG)  
 insulin like growth factor (IGF-1)  
 leutenizing hormone (LH)

**(all the respective releasing factors of the above-Mentioned substances also are banned.)**

erythropoietin (EPO)    sermorelin  
 darbypoetin

**NCAA BANNED DRUG CLASSES****(f) Anti-Estrogens**

anastrozole  
 clomiphene  
 tamoxifen  
**and related compounds**

**(g) Definitions of positive depends on the following:**

<sup>1</sup>for caffeine—if the concentration in urine exceeds 15 micrograms/ml.

<sup>2</sup>for testosterone—if the administration of testosterone or use of any other manipulation has the result of increasing the ratio of the total concentration of testosterone to that of epitestosterone in the urine to greater than 6:1, unless there is evidence that this ratio is due to a physiological or pathological condition.

<sup>3</sup>for marijuana and THC—if the concentration in the urine of THC metabolite exceeds 15 nanograms/ml.

**The current list of banned drugs is located on the NCAA Web site ([www.ncaa.org](http://www.ncaa.org))**

**Nutritional Information**

Athletic performance and recovery from training are enhanced by optimal nutrition. Proper nutrition includes adequate quality and quantity of food and fluids to provide energy and essential nutrients. There needs to be a balance of carbohydrates (pasta, bread, potatoes and corn) and protein (meat) during the season. Carbohydrates are important to help fuel the athletes. It helps replace glycogen in muscles, prevent muscle loss, and prevent low blood sugar. The recommendations for adequate carbohydrate intake are between 4-5 grams per pound of body weight per day. The best types of carbohydrates are from whole grains, breads, pasta, fruits and vegetables. Protein requirements are higher. It is also broken down into endurance and strength-trained student-athletes. For endurance athletes it is recommended to intake 0.5 to 0.7 grams per pound body weight per day and for strength-trained athletes it is recommended to intake 0.8 to 0.9 grams per pound body weight per day. This can be achieved with a balanced diet without the need of supplements. Fat intake should be less than 30 percent of total daily calories.

With a balanced diet there is no need to take additional vitamins. For athletes that restrict calories it is a cause for concern. A multivitamin containing 100 percent of daily recommended intake is appropriate for these student-athletes. It is not recommended for anyone, especially females, to take megadoses (10 to 100 times the dose of daily requirements) of specific vitamins or minerals.

During periods of heavy training adequate fluids and calories need to be consumed. Student-athletes need at least 20-25 calories per pound of body weight each day. Low energy intake could result in loss of muscle mass, fatigue and illness. In females, a low caloric (fewer than 1,800 to 2,000 calories) intake can lead to disruption of reproductive function.

Body composition and body weight can affect exercise performance, but should not be used as the main criteria for participation in sports. Decisions regarding weight loss should be based on the following recommendations: frequent weigh-ins are discouraged, if weight loss is desired it should start before the competitive season under direction of a trained medical professional or nutritionist, weight loss should be agreed upon by trained medical professional or nutritionist, coach and student athlete and a responsible weight loss plan should be developed in followed.

Also, for more information check out the NCAA Nutrition and Performance web page at:  
[http://www1.ncaa.org/membership/ed\\_outreach/nutrition-performance/index.html](http://www1.ncaa.org/membership/ed_outreach/nutrition-performance/index.html)

Note: Information is from the NCAA Sports Medicine Handbook

## **Behavior Guidelines**

Each student-athlete represents Lakeland College and is expected to conduct himself/herself responsibly and in a mature manner. Behavior on and off the playing surface reflects Lakeland and each team. Make this reflection a positive one. Disciplinary action leading to athletic suspension may result from such violations. The following guidelines will be applied and enforced.

1. Conduct yourself properly while on the bench or on the sidelines. In case of a disturbance which results in the discontinuation of play, report to your bench area immediately.
2. Keep all language clean no matter where you are.
3. Adhere to travel arrangements, meal times, and curfews established for each contest, home and away.
4. Take pride in your personal appearance.
5. Respect the flag during the playing of the National Anthem.
6. Remain with the team at all times on road trips except when extenuating circumstances arise and are approved by the head coach.
7. Participate in pre-game, half-time, and post-game ceremonies when requested to do so by the head coach.
8. It is the administration's request that all student athletes travel to and from away contest with Lakeland College's transportation and supervision. Any special transportation arrangements must be arranged prior to the event and a travel request form must be submitted to the Athletic Director via fax 24 hours prior to the contest.
9. A travel release form can be found at the end of this document.

## **Student-Athlete Insurance**

All Lakeland College student-athletes must provide evidence of insurance that includes coverage for athletically-related injuries. This is a pre-requisite for practice and competition. No student will be allowed to participate in any way until such evidence of current insurance coverage is on file with the College's department of athletics.

Insurance coverage must have a limit of at least \$90,000 and cover athletically-related injuries. If your insurance does not meet these requirements, the administration will review the individual circumstances to determine if the insurance meets the insurance coverage requirement.

Lakeland College will assume no responsibility for the payment of, or authorization to pay, medical expenses resulting from injuries that occur while participating in intercollegiate athletics.

If you have questions regarding the terms of your coverage, you should contact your insurer immediately. Please be sure to note if there are any exclusions in your policy regarding athletically-related injuries.

The NCAA's Catastrophic Injury Insurance Program covers student-athletes who are catastrophically injured while participating in a covered intercollegiate athletic activity (subject to all policy terms and conditions). The policy has a \$75,000 deductible. This coverage does not qualify as the basic coverage required for participation in athletics at Lakeland College. It is supplemental coverage in the event of a catastrophic injury. More information on this program can be found on the NCAA's web-site at [www.ncaa.org](http://www.ncaa.org).

## **Gambling**

**Then NCAA and Lakeland College strictly prohibit gambling. Rule 10.3 of the NCAA Manual reads:**

### **STAFF MEMBERS and STUDENT-ATHLETES SHALL NOT KNOWINGLY:**

1. Provide information to individuals involved in organized gambling activities concerning intercollegiate athletic competition;
2. Solicit a bet on any intercollegiate team;
3. Accept a bet on any team representing the institution.
4. Solicit or accept a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has tangible value;
5. Participate in any gambling activity that involves intercollegiate athletics or professional athletics through a bookmaker, a parlay card or any other method employed by organized gambling.

## **Policy on Sexual Harassment**

Lakeland College is committed to providing a working, educational, and social environment for all members of our College community, including all faculty, staff, and students, that is free from sexual harassment. Sexual harassment in any form is unacceptable behavior and will not be tolerated. It is a form of misconduct that undermines the institutional mission of the college. Sexual harassment may be defined as unwelcome advances, requests for sexual favors, other verbal or physical conduct, written communication or printed materials of sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly at term or condition of an individual's employment or education experience;
2. Submission to or rejection of such conduct is used as the basis for employment or academic decisions affecting such individual; and/or
3. Such conduct has the purpose or effect of unreasonably interfering with an individual's work, academic performance, participation in co-curricular activities, or creating an intimidating, hostile, or offensive working, learning, or social environment.

Sexual harassment can take many forms, and the determination of what constitutes sexual harassment will vary according to the particular circumstances. Sexual harassment may be described generally as unwelcome sexual

behavior that a reasonable person would find offensive and that adversely affects the working or learning environment.

### **Policy on Hazing**

The College defines hazing as any action or activity which intentionally or recklessly endangers the physical or mental health of a person, or which violates the dignity of another person. Hazing is further defined as any activity that is expected of someone to join a group or team that humiliates, degrades, abuses, or endangers them, regardless of intention or willingness to participate. Initiation activities and initiation parties fall into this category.

Lakeland College Athletics Policy on Hazing and Team Initiations:

1. Student-athletes shall not practice hazing or any form of team initiation rite that includes anything that humiliates, degrades, abuses or endangers the lives of other teammates.
2. Student-athletes who are involved in such activities may be immediately suspended from intercollegiate athletics at Lakeland College.
3. Student-athletes are encouraged to speak with the Athletic Director or someone they can trust within the college community to discuss the issue.

### **Social Networking Websites**

#### **Policy on Social Networking Websites**

- The Department of Athletics understands the popularity and usefulness of social networking sites and supports their use by student-athletes provided:
  - No offensive or inappropriate pictures are posted;
  - No offensive or inappropriate comments are posted;
    - Any information placed on the website(s) does not violate college, athletics department or student-athlete codes of conduct; Photos and/or comments posted on these sites do not depict team-related or college-identifiable activities (including wearing/using team uniforms or gear inappropriately).
- Student-athletes must remember that they are representatives of Lakeland College and are in the public eye more so than other students. Please keep the following in mind as you participate on social networking websites:
  - Before participating in any online community, understand that anything posted online is available to anyone in the world. Any text or photo placed online becomes the property of the site(s) and is completely out of your control the moment it is placed online - even if you limit access to your site.
  - You should not post any information, photos or other items online that could embarrass you, your family, your team, the athletics department or Lakeland College. This includes information that may be posted by others on your page.
  - Never post your home address, local address phone number(s), birth date or other personal information. You could be a target of predators.
  - Coaches and athletic department administrators can and do monitor these web sites regularly.
  - Student-athletes could face discipline and even dismissal for violations of team, athletic department, college and/or NCAA policies. (see student-athlete code of conduct section)
  - The College monitors these websites regularly as do potential employers and internship supervisors as a way of screening applicants. In addition, many graduate programs and scholarship committees also search these sites to screen candidates. LC student-athletes should be very careful when using online social networking sites and keep in mind that sanctions may be imposed if these sites are used improperly or depict inappropriate, embarrassing or dangerous behaviors.

### **Cheerleaders**

The Lakeland College cheerleading program is part of the athletic program, but is not a varsity sport. The cheerleading program goal is the support of athletics and the College. The objective is to raise the level of support for intercollegiate athletics and to help keep the crowds attention focused on the field/floor where the activity is taking place.

Cheerleaders are highly visible at events and reminded that they are subject to the same policies as athletic teams. Academic regulations are printed in the Lakeland College Academic Catalog. Any violation of campus and/or athletic policies by a member of the squad may cause suspension or dismissal from the team event.

Each member is responsible for all clothing, uniforms and equipment assigned to him/her. Care must be taken to insure such clothing, uniforms and equipment is in a clean and presentable condition. Each squad member is personally liable for its replacement for loss or damage.

Prior to being certified as a squad member the following items must occur:

1. Certification of good academic standing
2. Proof of medical insurance
3. Completed health assessment questionnaire

Any illness or injury must be reported to the coach immediately. Any injury suffered during practice or games must be documented and notification given to the athletic director and head athletic trainer. To return to participation, you must have documentation from a physician approving your return.

## **Lakeland College Club Sports**

Prior to being certified as a squad member, the following items must occur:

1. Certification of good academic standing
2. Proof of medical insurance
3. Physical Examination conducted by a licensed medical professional
4. Completed health assessment questionnaire

## **Student-Athlete Medical Evaluation Policy**

### **All Athletes: (incoming and returning)**

All athletes are required to receive a pre-participation physical exam conducted by a licensed medical professional. If a completed physical form is not on file with the head athletic trainer as of the first day of practice or out of season strength and conditioning activities the athlete will not be allowed to participate in an organized practices until the physical form is completed and received by the head athletic trainer.

All students participating in intercollegiate athletics are required to have effective health insurance coverage before their first day of Lakeland athletic practice or strength and conditioning activities and must remain in effect through the end of the regular season, traditional season and strength and conditioning activities.

\*All physical exams, proof of medical insurance and returning questionnaires must be **completed and on file** with the head athletic trainer for any student-athlete to participate.

To access Insurance and Medical forms, click on the “Medical Forms” tab located on Lakeland’s Athletic web page.

## **Medical Clearance to Begin Practice and Competition**

No student-athlete will be allowed to participate in intercollegiate athletic practice, competition or out of season strength and conditioning activities until a signed medical clearance form has been issued by the athletic training staff. These policies apply to both traditional and nontraditional practice sessions and strength and conditioning activities.

## **Equipment**

### **Student-Athlete Regulations:**

1. Equipment will not be issued until you have a physical exam or a returning medical health questionnaire completed and on file.
2. Athletes not conducting themselves in an appropriate manner will not be issued equipment.
3. No equipment is to be removed from authorized areas and usage is restricted to practices and games.
4. You are responsible for equipment issued to you and will be charged for equipment not returned or damaged due to neglect, loss or theft.
5. After you receive equipment, you may receive replacement equipment on an exchange policy only. If equipment is defective or beyond repair it still must be returned for an exchange.
6. Equipment damaged due to usage, not neglect, will be repaired and returned to you.
7. On road trips, you are responsible for packing your equipment and ensuring its safe return to the appropriate dressing room or equipment area.
8. Report any equipment problems to the team manager or coach as soon as possible. This includes defective equipment, theft, or inadequate protection.
9. At the conclusion of the season, all equipment will be inventoried, laundered, and repaired for the next year. Equipment cannot be checked out by team members during the off-season, except in special situations. Procedure for this situation includes a letter of request from the student-athlete to the coach and Director of Athletics.

## **LAKELAND COLLEGE ATHLETIC DEPARTMENT STUDENT-ATHLETE RELEASE FORM**

It is the administration's request that all student-athletes travel to and from away contests with Lakeland College's transportation and supervision. Any special transportation arrangements

must be approved by the Head Coach prior to the event and the attached form submitted to the Director of Athletics via fax.

**If special extenuating circumstances arise please fill out the bottom request form and fax back to: Director of Athletics at 920-565-1399.**  
( form must be faxed)

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My special or **extenuating circumstance** for obtaining this release is (i.e. wedding, funeral, baptism):

\_\_\_\_\_

I hereby give my consent for my son/daughter (name) \_\_\_\_\_  
on (date) \_\_\_\_\_ to travel by other means than the ones provided by  
Lakeland College. I understand and assume all risks and responsibilities by signing and dating  
this form.

Sport: \_\_\_\_\_

I will be traveling with:

\_\_\_\_\_  
(parent or guardian only)

\_\_\_\_\_  
(Parent or Legal Guardian Signature) (Date)

**\*This form must be on file with the Director of Athletics 24 hours prior to the event.**