



BRIDGEWATER STATE UNIVERSITY

ATHLETICS + RECREATION

STUDENT-ATHLETE HANDBOOK

2024-2025



Fall, 2024

Greetings!

Welcome to the Bridgewater State University Athletic Program – The Bears! The BSU Bears have a long, proud history of tenacity, perseverance, resilience, and excellence! It is our goal to build a great athletic program on the field, court, mat, track, in the pool or ring, and in the community and classroom. We are building leaders locally, regionally, and nationally.

This handbook is designed to help you enjoy your team experience by giving you important information about the intercollegiate athletic program as well as outline the expectations we have for our student-athletes and team – our student leaders. It is important that you review all the information in the Handbook and familiarize yourself with the Department, University, Conference and NCAA policies that specifically govern your experience at Bridgewater State University. The policies have been developed to provide you with the best possible experience and to support *your* efforts toward achieving the greatest success possible. Familiarize yourself with the resources that are available to you and take advantage of what is offered.

If you have questions about any of this information, feel free to ask your coach or me so that we can assist you.

Best wishes for a successful and memorable year! And remember ***EVERY DAY IS A GREAT DAY TO BE A BEAR!***

Marybeth Lamb, PhD

Sr. Associate Vice President for Student Life and Athletics

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

The intercollegiate varsity athletics program includes 22 different sports for men and women. The program has been developed to meet the needs, interests, and capabilities of all students at Bridgewater. It is a vital part of the total college experience.

The teams compete under the principles of Division III of the National Collegiate Athletic Association (NCAA). Our main athletic conference affiliation is as a member of the Massachusetts State Collegiate Athletic Conference (MASCAC). Some teams also compete in conferences or leagues specific to their sports including the Little East Conference (LEC), New England Wrestling Association (NEWA), and the Intercollegiate Horse Show Association.

As a student-athlete, you are a leader on campus and off. It is expected that you will represent your team, the athletic program and the university with the highest standards. It is also expected that you will adhere to all department, conference and NCAA guidelines, regulations in addition to federal, state, University policies, and procedures. In addition, the Department of Athletics and Bridgewater State University reserves the right to interpret, amend and alter the guidelines and regulations contained herein.

1.1. UNIVERSITY MISSION STATEMENT

1.1.1. UNIVERSITY MISSION STATEMENT

Bridgewater State University is an inclusive community dedicated to the lifelong success of all students, focused on the continuous improvement of its people, and responsible for leading innovation that benefits Southeastern Massachusetts, the commonwealth, and the world. Bridgewater's accessible environment of teaching and learning stimulates critical thinking, demands the rigorous pursuit of new knowledge and deeper understanding, cultivates meaningful and diverse interpersonal relationships, fosters global citizenship, and strives to transform lives and improve the human condition. The full mission statement can be found at [BSU Mission Statement](#).

1.1.2. UNIVERSITY VISION STATEMENT

Bridgewater State University aspires to be a community in which:

- All students, regardless of socioeconomic background, have full and equal access to the educational opportunities and social experiences that best prepare and inspire them to build purposeful lives of their choosing.
- All employees, regardless of role or position, are deeply engaged in the creation and enhancement of these opportunities and experiences.

- All members of the community readily embrace the University's values of fairness, respect, dignity and free expression, causing them to think beyond the self and to be engaged in the advancement of the greater good.

1.1.3. DIVISION OF STUDENT LIFE MISSION STATEMENT

The Division of Student Life champions community, well-being and success throughout each student's co-curricular journey at Bridgewater State University to ensure they learn, grow and succeed. We do this by empowering our students to develop into individuals with a sense of meaningful belonging, capable of creating inclusive healthy communities.

1.1.3.1. DIVISION OF STUDENT LIFE VISION STATEMENT

We transform the student experience through inclusive communities, purposeful innovation, and personalized support.

1.1.4. BRIDGEWATER STATE UNIVERSITY ATHLETICS & RECREATION MISSION AND VISION STATEMENTS

1.1.4.1. MISSION STATEMENT

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

1.1.4.2. DEPARTMENT OF ATHLETICS & RECREATION VISION STATEMENT

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

1.1.4.3. THE ATHLETIC ENVIRONMENT

The athletic environment is ultimately one that encourages and teaches social responsibility and citizenship. Student-Athletes are encouraged to follow their passions, discover their potential through participation in all aspects of the University experience, and be integral members of the student body. As a member in good standing of the NCAA, the athletics department promotes the principles of fair play, the equitable treatment of men and women, and the recruitment of student-athletes that reflect our multi-cultural society.

The athletics department strongly encourages participation by maximizing the number and variety of opportunities for students in varsity, intramural and club sports. The Athletics & Recreation department is committed to providing a safe environment for competition. The health and welfare of student-athletes are of primary concern. The Athletics & Recreation department fosters sportsmanship, positive attitudes, and ethical conduct. Student-athletes, fans, and staff members are all expected to represent the University in a positive manner. The Athletics & Recreation Department promotes open communication between student-athletes, coaches, and administrative staff, and supports the tenant that athletic participants are not treated differently from other members of the student body.

1.1.5. NCAA DIVISION III

Bridgewater State University supports the mission of NCAA Division III to govern in a fair, safe, equitable and sportsmanlike manner, and to integrate intercollegiate athletics into higher education so that the educational experience of the student-athlete is paramount. This year the membership of Division III is revising the philosophy statement to reflect today's student-athlete and the goals of intercollegiate athletics at the Division III level. Click here to learn more about the Division III: [Our Division III Story](#)

1.1.5.1. NCAA CORE VALUES

The NCAA – through its member institutions, conference, and national office staff – shares a belief in and commitment to:

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

The full NCAA Division III Philosophy Statement can be found at [NCAA Division III Philosophy Statement](#)

1.1.6. MASCAC MISSION STATEMENT

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

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

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

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

For specific information on the University and department policies involving gender equity issues in Athletics & Recreation, please contact:

Sue Crosby Tangen

Associate Director of Athletics for Student-Athlete Welfare / Senior Woman Administrator

Bridgewater State University

Tinsley 200A 508-531-2280

stangen@bridgew.edu

Members of the University community who believe that Title IX has been violated should discuss their concerns and/or file a complaint with the University's Title IX Coordinator:

Christopher McMillan

Executive Director of Equal Opportunity / Title IX Coordinator

Boyden 206

C2mcmillan@bridgew.edu

ATHLETICS

President	Mr. Fred Clark	
Vice President for Student Affairs	Dr. Lucy Croft	l1croft@bridgew.edu
Assoc. VP for Student Life & Athletics	Dr. Marybeth Lamb	m1lamb@bridgew.edu
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Coordinator for Intramurals	Yasmina Carvalho	y1carvalho@bridgew.edu
Coordinator of Aquatics Program	Michael Caruso	mcaruso@bridgew.edu

University Colors:	Crimson & White
University Nickname:	Bears
Stadium:	Peter Mazzaferro Field (1500)
Outdoor Facilities	Edward Swenson Athletic Complex
Indoor Facilities:	Dr. Adrian Tinsley Center, John J. Kelly Gymnasium, Moriarty Pool
Other Athletic Areas:	Rosen Tennis Courts (6), Alumni Park
Affiliated Athletic Conferences:	NCAA (Division III), MASCAC, LEC, NEWA, NEISDA
Athletic Department Telephone:	508-531-1352 (phone); 508-531-1356 (fax)
Departmental Offices:	Tinsley Center, Room 200
Athletics Dept. Web Site:	www.bsubears.com

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

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

BSU's FAR is Dr. Andrew Miller, Professor of Mathematics, Andrew.miller@bridgew.edu, 508-531-2104.

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With the department's Philosophy Statement as a foundation, Bridgewater State University has established the following standards of performance for each intercollegiate sport.

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As a student-athlete competing for Bridgewater State University, you are held to high standards which are the foundation that our success and excellence is built. It is expected that all student-athletes will strive to be **good teammates and outstanding representatives** for their team, the athletic program and the entire BSU community. Staff will help to develop and reinforce these expectations throughout all activities and interactions within their team and the BSU Community.

2.1.1. EXPECTATIONS AND RESPONSIBILITIES OF THE STUDENT-ATHLETE

Participants in Bridgewater State University's intercollegiate athletic programs should reflect valuable characteristics such as leadership, honesty, **compassion**, and integrity. Competing as an intercollegiate student-athlete is a privilege, not a right, and comes with great responsibility. Student-athletes are highly visible, and it is essential that they are respectful, mature and well behaved. This Student-Athlete Handbook has been developed to ensure that those standards are understood and met.

Student-athletes are held accountable for complying with university policies, local, state and federal laws through the student conduct system through the Office of Community Standards. Student-athletes are further required to adhere to the expectations, responsibilities, and policies of the Athletics & Recreation Department as outlined within this handbook.

The Bridgewater State University Athletic & Recreation Department, the NCAA, and the Massachusetts State Collegiate Athletic Conference all require student-athletes to abide by their rules and regulations. All participants are also subject to the policies, coaching philosophy and techniques of their coaches.

2.1.1.1. RIGHTS

All student-athletes, coaches, athletic trainers, managers, and staff have the right to:

- be treated with respect,
- be notified and offered the chance to participate in meetings concerning possible disciplinary actions within the team or athletic program, and
- **meet with the Sr. Associate Vice President for Student Life & Athletics regarding their status within their team or the athletic program.**

2.1.1.2. EXPECTATIONS

Student-Athletes

- treat professors and classmates with respect,
- arrive for classes on time and prepared,
- notify faculty in advance when requesting permission to leave early or miss a class to travel to a contest,
- treat opponents and officials with respect regardless of their actions or decisions,
- abide by all team rules and regulations,
- dress neatly and appropriately and present a positive image of the University when traveling for a contest,
- be courteous and cooperative with spectators, game management personnel and media, and
- when necessary, attend all meetings with offices within the university such as Community Standards, Equal Opportunity and Title IX, Dean of Students, etc., even if these meetings are scheduled during practice times.

Coaches

- set the standard for leadership and sportsmanship,
- serve as a role model,
- treat all team members, opponents, officials, spectators, game management personnel and media with respect,
- set discipline standards and enforce them consistently and fairly,
- demonstrate an interest in the development of all members of the team,
- respect the game and the rules of the game, and
- adhere to all department, University, and conference rules and regulations.

Student-Athletes and Coaches as Spectators

- respect all participants and team members,
- respect the judgment and decisions of coaches and officials,
- refrain from criticism of student-athletes, coaches or officials, and
- respect the authority of game management personnel and comply with their requests.

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Recognizing that student-athletes are an integral part of the campus community, and their academic education is of paramount importance, it is expected that all student-athletes will:

- Attend all academic classes and complete all academic requirements as a condition of participation on an intercollegiate athletic team and competition.
- Participate in all mandatory academic requirements, i.e., Freshmen Workshops, BEAR UP! meetings with academic advisors, academic coaches, etc., and uphold appropriate sanctions for those who do not comply.
- If needed, work closely with Associate Director of Athletics for Student-Athlete Welfare to determine individualized academic support needs.

2.2.1. ACADEMIC INTEGRITY

As student-athletes connect with faculty members throughout the year, it is important to maintain consistent and appropriate communication. A fundamental cornerstone of Division III is that all student-athletes are members of the larger university community and are held to the same standards, including academic standards and progress, as the general student body.

As outlined in NCAA Bylaw 14.9.3 (Impermissible Academic Assistance), any current or former university staff or faculty member cannot provide “substantial assistance that is not generally available to an institution’s students . . .” and that any “academic exception that results in a grade change, academic credit or fulfillment of a graduation requirement when such an exception is not generally available to the institution’s students . . .”. Violation of this NCAA bylaw would render a student-athlete ineligible for participation in intercollegiate athletics.

Sometimes, a student-athlete may feel it is necessary to have a discussion with a faculty member about their status within a class. It is essential that any “special consideration” that is sought, including admission to a closed class, the ability to make up work well past a due date, changing a grade, etc., is within that faculty member’s standard and usual process for **all** students at BSU. Faculty members should **not** feel pressured for any “special consideration” due to your status as a student-athlete. **Any student-athlete that is found to be seeking a “special consideration” under this guideline may not be certified as eligible.**

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Through practice and competition, coaches will promote skill development, training and conditioning, game preparation, and game strategy. It is expected that teams will:

- finish their competitive season in the top half of their respective athletic conference and compete in Conference post-season championships,
- place student-athletes on All-Conference and All-Region teams, and
- compete in regional and national competitions.

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Bridgewater State University and the Department of Athletics and Recreation pride ourselves on fostering a strong sense of community, based on shared values and a belief that higher education and sports help students to achieve their full potential to prosper and grow. That sense of mission-driven community supports a culture of joint problem solving and collaboration. Anything that erodes that culture poses a significant risk to our society. We encourage free speech, active listening, and accept the value of speaking truth to power.

Incivility and disrespect in the classroom or athletic venue can be a barrier to effective communication, coaching and performance. The impact can be severe as it may result in teammates quitting teams, low performance, reduced morale, diminished loyalty, and physiological / psychological impacts such as stress and depression.

2.4.1. DEFINITIONS

Civility is behavior that demonstrates consistent **respect for others**, *including an effort to understand differences*. Civility requires treating others with dignity, respect and making a “good faith effort” regarding other’s feelings. Civility helps to create an environment within Athletics and Recreation where all are valued and can be productive.

Examples of Civility include, but are not limited to:

- treating others with dignity, courtesy, respect, politeness, and consideration,
- speaking in tones of voice that are appropriate for the circumstances,
- being respectful of others’ right to express their views, even if you disagree, and
- managing conflict with others in a respectful way rather than a confrontational way

2.4.2. CONCERNS

Individuals who believe they may have been treated with disrespect or in an uncivil manner may discuss their concerns with their coach, the Associate Athletic Director for Student-Athlete Welfare, the Manager for Diversity, Inclusion and Compliance or the Sr. Associate Vice President for Student Life & Athletics. We will work with you to help resolve issues of incivility. This process also helps the Department and University evaluate these occurrences for climate assessment and planning purposes as well as the need for referral to appropriate offices on campus.

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2.5.1. NCAA SPORTSMANSHIP STATEMENT

For intercollegiate athletics to promote the character development of participants, to enhance the integrity of higher education and to promote civility in society, student-athletes, coaches, and all others associated with these athletics programs and events should adhere to such fundamental values as respect, fairness, civility, honesty, and responsibility. These values should be manifest not only in athletics participation but also in the broad spectrum of activities affecting the athletics program.

2.5.2. MASCAC SPORTSMANSHIP STATEMENT

The MASCAC Sportsmanship Statement is read before all games, meets, and matches. All spectators and participants are held to this statement and reads:

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

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Participating as a student-athlete at Bridgewater State University is an opportunity that requires meeting specific academic and eligibility requirements. To be eligible to represent BSU as a student-athlete, the following requirements must be satisfied prior to practice and/or competition.

- A student-athlete must be a full-time, matriculated, undergraduate student, registered for at least a minimum full-time program of studies of 12 semester hours.
- A graduate student from a Division III institution who has remaining eligibility may participate on a varsity team if matriculated in a full-time program of students of at least nine credit hours.
- Student-athletes with documented learning disabilities can request an NCAA waiver to carry fewer than 12 credits while maintaining full-time status. The Manager of Diversity, Inclusion & NCAA Compliance (Chanelle Melton) is available to assist with this process. All requests for such waivers must be made prior to the semester in which your team competes. *NOTE: If a student-athlete drops or withdraws from a course, resulting in less than a 12-credit course load, that student-athlete will be considered to have part-time status for intercollegiate athletics, and therefore deemed immediately ineligible for practice or competition.*
- A BSU student's cumulative GPA must be a **2.0** or above to be in good academic standing as defined in the Student Handbook and the University Catalog ([BSU Academic Standards](#))
- Students with a GPA below 2.0 are placed on academic probation, during which time they will receive support to help them regain eligibility for intercollegiate athletics.
- A student-athlete must pass a total of **24 credit hours** in each academic year, from September 1 to August 31, in which the student was enrolled as a matriculated student. Credit hours earned in summer and winter sessions may be used to satisfy this academic requirement for the immediately preceding academic year. The minimum full-time program of studies may be waived for a student who is completing the final semester of the baccalaureate program, provided the Registrar certifies that the student is carrying for credit the courses necessary to complete the degree requirements.
- Student-athletes must pass **eight credit hours** or more in the semester immediately preceding their semester of participation. Summer and intersession classes can be counted towards successfully completing these eight credit hours.
- The student-athlete may not participate in more than **four** seasons of intercollegiate competition in any one sport during the first **ten** semesters in which the student is enrolled in a collegiate institution in a full-time program of studies.
- The student-athlete must actively attend classes and maintain good standing. The university provides resources to help students meet these standards, and eligibility may be reviewed if academic performance falls below expectations.
- New transfer student-athletes must complete the eligibility clearance process, which

included coordination with their previous institution and support from the Manager for Diversity, Inclusion and Compliance (Chanelle Melton).

While every full-time student has a right to try-out for a team, selection to, and retention on a team is a privilege and not guaranteed, even if recruited. The Head Coach, in consultation with members of the coaching staff, is responsible for selecting team members and establishing rosters.

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3.1.1. ACADEMIC ELIGIBILITY APPEALS

In the event a student-athlete is determined to be academically ineligible to participate in athletics by the Manager for Diversity, Inclusion and Compliance (Chanelle Melton), that student may appeal the decision to the Sr. Associate Vice President for Student Life & Athletics.

All academic eligibility appeals must include:

- letter from the student-athlete explaining the reason for the appeal.
- written documentation supporting the reasons for the appeal from advocates other than from the student- athlete (i.e., transcripts, medical notes, professor's letter of support, etc.).

The Sr. Associate Vice President may solicit input from the Associate Directors of Athletics for Student-Athlete Welfare to reach an accurate resolution to the appeal. The appellant has a right to further appeal to the Vice President for Student Life. Decisions rendered through this process will be final.

3.1.2. ATHLETIC SUSPENSION APPEALS

If a student-athlete's eligibility is suspended or revoked as a result of a violation of departmental policies (i.e., equipment returns, violation of team rules, etc.), that suspension may be appealed to the Sr. Associate Vice President of Student Life & Athletics if the student-athlete has reason to believe that the policy in question was incorrectly applied.

This process does not replace NCAA, MASCAC conference, or university judicial or appeal processes. All appeals must include the following two items:

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

The Sr. Associate Vice President for Student Life & Athletics may solicit input from the Associate Directors of Athletics for Student-Athlete Welfare in order to reach an accurate resolution to the appeal.

The appellant has a right to further appeal to the Vice President for Student Life. Decisions rendered through this process will be final.

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Student-athletes in good academic standing who were on their team's roster as of the last date of competition in the previous season are eligible for early registration. The university ensures that all eligible student-athletes have access to the necessary resources to complete early registration successfully. However, it is imperative that all student-athletes, including those who are registering early, meet the following criteria prior to early registration.

- Must have been on the appropriate team roster during the previous season.
- Meet with and be cleared by their academic advisor.
- Clear all "holds" on any accounts, including medical, financial, conduct, etc.
- Be in good academic standing and athletically eligible.

Early registration is available to student-athletes on the day designated by the University Registrar between the hours of 6:30 am and midnight. Student-athletes who face challenges in registering within the designated hours are encouraged to reach out to the Registrar's office for assistance to ensure they do not miss their registration window.

Teams eligible to participate in Early Registration in **November:**

Baseball	Basketball	Equestrian
W. Lacrosse	Softball	Swim & Dive
M. Tennis	Indoor Track & Field	Outdoor Track & Field
Wrestling		

Teams eligible to participate in Early Registration in **April:**

Basketball	Cross Country	Equestrian
Field Hockey	Football	Soccer
W. Tennis	Indoor Track and Field	Swim and Dive
Volleyball	Wrestling	

Any questions regarding early registration can be directed to the Associate Athletics Director for Student-Athlete Welfare.

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Bridgewater State University Athletics offers a range of leadership groups for student-athletes to engage with, providing opportunities for personal and collective growth. See your team captains for specific contact information.

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All first-year student-athletes are **required** to attend the Freshman Workshop Series, held during their first fall semester on campus. The Freshman Workshop Series, coordinated by Sue Crosby-Tangen, Associate Director of Athletics for Student-Athlete Welfare, covers important topics that serve to help student-athletes adjust to life as a collegiate student-athlete. Some topics include, but are not limited to:

- Time management
- Academic advising
- Working with Faculty
- Bystander Training
- University resources
- And more!

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BearUp! Is a student-athlete leadership development program. Participants are nominated by their coach and/or teammates for a year-long monthly series of workshops focused on leadership growth and development. Coaches and teammates are encouraged to consider a diverse range of individuals for this program to ensure inclusive representation. At the end of the program, each team's Bear Leadership Team presents a plan developed with their head coach, for their next season that is designed to support the team culture and goals for that year.

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SAAC is recognized as an official Bridgewater State University Student Organization through the Student Government Association and is governed by the SAAC Constitution. Each year, the strength and scope of the organization has grown, and the visibility of SAAC on the Bridgewater State University campus has increased tremendously. Each team selects a minimum of two (2) representatives to attend the monthly SAAC meetings with the Advisor. Teams are encouraged to select representatives who reflect the diverse experiences and backgrounds of their members to ensure a wide range of voices are heard.

Purpose:

- To promote the student-athletes and the athletic teams at Bridgewater State University
- To serve as the voice of the Bridgewater State University student-athletes in matters with NCAA legislation.

- To act as an advisory body for issues and concerns within the athletic department.

The board is composed of two voting members from each sport, with the elected executive board comprised of the president, vice president, and secretary. The executive board serves a year long term, eligible for reappointment.

All student-athletes are encouraged to attend meetings. Meetings are held monthly throughout the academic year on the last Monday of each month. Any student-athlete that has an issue they think should be addressed by SAAC should request their sport representative to place the item on the board agenda.

For more information on SAAC, visit their webpage at [BSU SAAC](#)

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4.4.1. SADC MISSION STATEMENT

Bridgewater State Universities Student-Athlete Diversity Committee (SADC) seeks to establish and maintain a safe and inclusive environment for all, regardless of race/ethnicity, sexual orientation, gender identity or expression, spirituality, disability, socioeconomic background, or any other defining characteristics. Bridgewater State Universities SADC is a proud student group that does not exclude any individual nor tolerates discrimination of any kind whatsoever within the Bridgewater State Athletics community. SADC aims to educate and foster a greater sense of shared community across athletes, staff, and coaches, build an environment of inclusive excellence, in and out of the classroom. As a committee we are committed to prioritizing diversity, inclusion, and equity to provide a safe, equitable, and inclusive environment for our student athlete body.

4.4.2. SADC GOALS

- Create a safe space and support ALANA, BIPOC and LGBTQ+ student-athletes.
- Create an environment that embraces individual differences and values diverse identities.
- Engage in anti-racism work and support the commitment of creating a culturally diverse and inclusive academic, athletic, and work environment.
- To educate staff, student-athletes, and coaches to collectively learn and grow while creating dialogue around social justice allyship.

For more information on the SADC, visit their webpage at <https://www.bsubears.com/InsideAthletics/Diversity/index>

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

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

The quality of the Athletic Training/Sports Medicine facilities and equipment, along with the commitment of the staff, allow us to provide a comprehensive service that is unique to NCAA Division III athletics.

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

The Adrian Tinsley Center Athletic Training Facility offers student-athletes a state-of-the-art spacious treatment, reconditioning and rehabilitation area. The Athletic Training Room is located across from the Equipment issue window. It is conveniently located near the Tinsley Center courts, locker rooms, fitness center, bathrooms and exit to the athletic fields. This facility is open year-round and is the primary Athletic Training Room for ALL teams.

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

For more information visit our website at:

http://www.bsubears.com/Administration/Sports_Medicine/index

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The Tinsley Center Athletic Training facility is open by appointment only. For specific information regarding ongoing hours, please email Assistant Director of Athletics for Sports Medicine, Jeanne O'Brien at J5Obrien@bridgew.edu

- If practices and/or contests are outside of normal operating hours, student-athletes can access athletic training services 1 hour prior to the start of practice and 2 hours prior to the start of a contest.
- Weekend hours of operation vary depending on practice and contest schedules.
- Athletic Injury Rehab and Reconditioning programs have hours by appointment only.

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5.3.1. PRE-PARTICIPATION MEDICAL CLEARANCE REQUIREMENTS

All intercollegiate student athletes must be medically cleared before they will be permitted to participate in tryouts, practices or team strength and conditioning sessions. Please refer to the detailed medical clearance instructions for first year and returning student athletes by following the link below:

[BSU Medical Clearance Requirements](#)

5.3.2. POST INJURY / ILLNESS MEDICAL CLEARANCE:

If a student-athlete has sustained an injury or illness that required outside medical attention, a written note of clearance must be submitted to the Athletic Training/Sports Medicine Department to obtain subsequent medical clearance to return to participation. To assist in this process a BSU Referral form should be taken to all medical appointments. The referral form can be downloaded from the link below:

[BSU Sports Medicine Forms and Resources](#)

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

If a student-athlete sustains an injury to their head in which they present with concussion-like symptoms, they will automatically be entered into our Comprehensive Concussion Management Program. This can be found at http://www.bsubears.com/Administration/Sports_Medicine/index.

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- The sports medicine facility is a medical facility and must be treated like one.
- Treat everyone with respect.
- No equipment in the Sports Medicine facility.
- Attire and Footwear: Shirts, shorts, and shoes required. NO cleats; MUST have shoes, sandals, or flip flops on.
- Foul or offensive language or behavior will not be tolerated, nor will inappropriate discussions. You will be instructed to leave.
- No food or drink in the facility.
- Keep all appointments. If you are unable to make an appointment, call the main number for the Adrian Tinsley facility (x2044) or email the staff member you are working with.
- Be Responsible for yourself.
- Only student-athletes that are injured or ill receiving evaluation or treatment are allowed in the facility. No hanging out.
- Priority of care: Acutely injured student-athletes, student-athletes with contests that day, student-athletes within an hour of the start of practice and then everyone else.
- Being treated by the Sports Medicine staff is no excuse to be late for practices/contests. Be sure to arrive early.

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

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

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

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

The Impaired student-athlete who wishes to participate in a sport contrary to the University.

Physician's recommendations will sign an Informed Consent form. This document will be signed in the presence of a witness each year and for each sport/activity, he/she attempts.

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The NCAA bans substances that have been determined to enhance athletic performance. These banned substances include legal and illegal substances, including some dietary supplements. It is the responsibility of the student-athlete to keep informed as to the classification of any substances they use or ingest.

The NCAA reserves the right to test for banned substances during all rounds of championship play. The NCAA list of banned substances can be found at [NCAA Banned Substance](#). *Note: this list is subject to update and change.*

Please note, even though recreational use of limited quantities of marijuana and CBD oil are legal in the Commonwealth of Massachusetts, they are still banned from campus.

5.7.1. DRUG TESTING

Drug testing may occur at any round of NCAA play, including regional rounds. All student-athletes are subject to drug testing by the NCAA. There is no complete list of banned substances provided by the NCAA. Many nutritional/dietary supplements are contaminated with banned substances not listed on the label. It is your responsibility to check with the athletic training staff before using any substance – including dietary supplements.

Student-athletes can take prescription drugs under the direct written prescription by a physician. This written prescription must be on file with the in Healthy Roster profile with a Medical Exemption form completed by the treating physician. Lack of knowledge of having ingested a banned substance is not a permissible rationale if you test positive during a drug test. If you have questions, ask the Sports Medicine/Athletic Training Staff.

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The BSU Sports Performance program provides Strength and Conditioning programming that focuses on advancing the student-athlete's athletic experience by improving performance and decreasing the incidence of injury. Sport and position-specific strength and conditioning programs are developed, implemented, and progressed by the Sports Performance staff that consists of NSCA-CSCS Strength and Conditioning coaches with collaboration from the staff NATA-BOC Athletic Trainers.

The Sports Performance programs focus on educating student-athletes about appropriate lifting and conditioning techniques utilizing all BSU athletic facilities on campus with the home facilities being the Kelly Gymnasium Sports Performance Center / Weight Room and the Swenson Athletic Complex Sports Performance Center (seasonal). In addition to Team Strength and Conditioning sessions, there are several opportunities during the week for Guided Open Strength and Conditioning sessions, including over the summer.

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

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

Student-athletes are responsible for all gear issued.

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7.1.1. GAME UNIFORMS

Game uniforms will be issued to all eligible team members. This uniform is the property of Bridgewater State University and is to be worn only for scheduled athletic contests. In no case should it be worn as part of your personal wardrobe. Under no circumstances shall athletics department or team apparel be worn at parties or in establishments where alcohol is served and/or where the use of an illegal or prohibited substance can be traced to a BSU student-athlete.

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

7.1.2. ATHLETIC UNIFORM BRANDING:

Student-athletes who are wearing any undergarments that will show under their uniform must match the uniform brand if the labeled brand shows. This includes handwarmers as well as any other accessory items, such as headbands and/or armbands.

7.1.3. EQUIPMENT RETURN

Student-athletes are responsible for the prompt return of all equipment, uniforms, gear, etc. at the end of the season or upon separation from their team. If for any reason a student-athlete leaves or is asked to leave the team, the student-athlete must turn in their gear immediately or purchase it at the quoted price.

It is expected that all issued uniforms/equipment will be returned to the equipment room within three (3) days after your last date of competition in good condition. All student-athletes are responsible for the replacement or repair costs of all uniforms/equipment that is

returned damaged. ***Failure to return issued uniforms/equipment may result in your case being referred to the Office of Community Standards.*** Once referred, you will be responsible for returning all issued uniforms/equipment or replacement costs but also any additional fines as deemed appropriate by the university judicial officer. All university policies regarding an outstanding balance will be in force. No uniforms or gear will be issued to a returning student-athlete if not all athletics equipment debts are resolved from the previous year.

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

Decorations within the team locker room should be positive, tasteful and inclusive. Profane language or images are prohibited.

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Teams often decide to fundraise for various reasons and to further support their team. All fundraising carried out by and for the benefit of Bridgewater State University and/or its athletic teams is also under the jurisdiction of the University Foundation and will adhere to all rules, regulations and policies of Bridgewater State University, the Department of Athletics, the NCAA and the Commonwealth of Massachusetts. All monies raised through fundraising efforts become the property of the University and are non-refundable.

Before any fundraising initiative is held, all teams – through their head coach – must seek prior approval from the Sr. Associate Vice President for Student Life & Athletics or their designee. Student-athletes may not raise funds or purchase clothing or equipment to be bought with fundraising monies without proper approval. For specific questions, please contact the Associate Vice President for Athletics and Student Wellness.

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

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

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

All current full time, fee-paying **undergraduate students** with valid BSU Connect Card are eligible to participate in the Club Sports Program. Undergraduate students must be enrolled in at least 12

credits per semester and have a cumulative GPA of at least 2.0.

All current full time, fee-paying **graduate students** with valid BSU Connect Card are eligible to participate in the Club Sports Program. Graduate students must be enrolled in at least 9 credits per semester and have a cumulative GPA of at least 2.0.

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As a Division III university, BSU welcomes the “multi-sport” student-athlete. It is important that student-athletes who compete in multiple sports, especially in consecutive seasons, do so in a way that supports their physical, academic, emotional, and social well-being.

Student-athletes who choose to participate in consecutive sports seasons are encouraged to have a personalized consultation with the Assistant Director of Athletics for Sports Medicine and the Associate Director of Athletics for Student-Athlete Welfare to ensure their well-being. Based on the evaluation of the student-athletes' physical well-being and academic progress, the date of joining the subsequent sports team will be determined. A standard time off between consecutive seasons is 7 days; however, this period can be adjusted based on individual needs, considering factors such as academic standing, physical and mental well-being, length of season, and level of participation.

To ensure focus and well-being, student-athletes are advised not to practice or compete in two varsity sports simultaneously. This includes refraining from participating in non-traditional season practices while competing in another sport's traditional season.

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

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

It is always advisable to ask whether a specific activity is in accordance with NCAA Bylaws. Check with the Manager of Diversity, Inclusion and Compliance (Chanelle Melton) before participating in any non-BSU activity.

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

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

Bridgewater State University is committed to fostering an inclusive environment that prohibits discrimination based on gender identity and gender expression. To support this policy and to uphold the principles of equity and inclusion, Bridgewater State University Athletics and Recreation maintains the following policies to facilitate and encourage the participation of transgender students, staff, faculty, and visitors. These policies cover participation in intercollegiate athletics and recreation and accommodation for transpeople who attend and participate in athletic contests at Bridgewater State University.

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

A transgender male student-athlete is someone assigned female at birth who identifies as male. A transgender female student-athlete is someone assigned male at birth who identifies as female.

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

Transgender Student-Athlete Participation Policy

Transgender student-athletes are allowed to participate in sports activities in accordance with their gender identity, provided that any hormone therapy, if applicable, complies with NCAA and relevant National Governing Body (NGB) policies on banned substances. Specifically, a transgender student-athlete will be allowed to participate in sex-separated sports activities under the following conditions.

14.2.1. NCAA TRANSGENDER STUDENT-ATHLETE PARTICIPATION POLICY

At its January 19, 2022 meeting, the NCAA Board of Governors updated the transgender student-athlete participation policy governing college sports. [NCAA Governance Update Transgender Participation Policy](#)

The new policy aligns transgender student-athlete participation with the Olympic Movement. The resulting sport-by-sport approach preserves opportunity for transgender student-athletes while balancing fairness, inclusion and safety for all who compete. [IOC Framework on Fairness](#)

Like the U.S. Olympic and Paralympic Committee, the updated NCAA policy calls for transgender student-athlete participation for each sport to be determined by the policy for the national governing body of that sport. If there is no NGB policy for a sport, it would then be determined by the policy for that sport's international federation. If there is no international federation policy, it would be determined by policy criteria previously established by the International Olympic Committee. Sport-specific policies are subject to ongoing review and recommendation by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports to the Board of Governors. [IOC Policy Criteria](#)

The policy has three phases of implementation.

14.2.1.1. PHASE ONE – 2022 WINTER AND SPRING CHAMPIONSHIPS

For participation in 2022 winter and spring championships, transgender student-athletes were required to provide documentation to the CSMAS within four weeks before the selections date for their championship.

The documentation had to demonstrate compliance with the 2010 NCAA policy, which calls for one year of testosterone suppression treatment. It also had to document a one-time serum testosterone level that fell below the maximum allowable level for the sport in which the student-athlete was competing within four weeks of championship selections for that sport. That means that student-athletes who already fulfilled the 2010 NCAA policy only needed provide one validated serum testosterone level.

Transgender student-athletes who participated in regular season competition (including conference championships) remained subject to the 2010 NCAA policy only.

14.2.1.2. PHASE TWO – 2022-23, 2023-24 AND 2024-2025 REGULAR SEASON AND CHAMPIONSHIPS

Beginning Aug. 1, 2022, participation in NCAA sports requires transgender student-athletes to provide documentation that meets the above criteria for the 2010 NCAA policy, plus meet the sport standard for documented testosterone levels at three points in time

- Prior to any competition during the regular season.
- Prior to the first competition in an NCAA championship event; and
- Prior to any competition in the non-championship segment. See the transgender student-athlete eligibility review procedures for more information. [NCAA Eligibility Review Procedures](#)

14.2.1.3. PHASE THREE – 2025-2026 FULL IMPLEMENTATION

Beginning Aug. 1, 2024, participation in NCAA sports requires transgender student-athletes to provide documentation no less than twice annually (and at least once within four weeks of competition in NCAA championships)

that meets the sport-specific standard (which may include testosterone levels, mitigation timelines and other aspects of sport-governing body policies) as reviewed and approved by CSMAS. More information about the specific application of Phase Three will be provided prior to implementation.

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14.3.1. THE STUDENT-ATHLETE'S RESPONSIBILITY

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

The student is strongly encouraged to seek support and advice throughout their transition process. The university offers resources and a list of supportive individuals who can provide guidance, available through the Associate Vice President of Athletics & Student Wellness, the Associate Athletic Director for Student-Athlete Welfare, the Manager of Diversity, Inclusion and NCAA Compliance, the Coordinator for Club Sports, the Office of the Dean of Students, the Pride Center, or the LGCI Center.

14.3.2. UNIVERSITY AND NATIONAL GOVERNING BODY RESPONSIBILITIES

The Sr. Associate Vice President for Student Life and Athletics will meet with the student-athlete to review eligibility requirements and procedure for approval of transgender participation.

The Sr. Associate Vice President for Student Life and Athletics will notify the NCAA or appropriate club sport association of the student-athlete's request to participate.

If a student-athlete's request is denied by the Associate Vice President of Athletics & Student Wellness, an automatic review by the Transgender Participation Committee is required to ensure fairness and transparency. This committee is charged with conducting a thorough and impartial review, and its decision will be promptly communicated to the student-athlete. This committee shall be convened, and its decision reported to the Sr. Associate Vice President of Student Life and Athletics and the Vice President of Student Life in a timely fashion. This committee should include:

- A health care professional, e.g., physician, psychiatrist, psychologist, or other licensed health professional with experience in transgender health care and the World Professional Association for Transgender Health (WPATH) standards of care. This person shall be a designee of the Director of Counseling Center and Student Health Services.
- The faculty athletics representative or their designee
- The Associate Director of Athletics for Student-Athlete Welfare who has been trained about Trans health care and anti-discrimination policy.
- The Assistant Director of Athletics for Sports Medicine who has been trained about trans health care and anti-discrimination policy.

- A representative assigned by the institution's president with knowledge and training in the institutional anti-discrimination policy.

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

14.4. COMMUNICATION AND PUBLICATIONS: PRONOUNS AND NAME CHANGES

14.4.1. COMMUNICATION AND PUBLICATIONS: PRONOUNS AND NAME CHANGES

The preference for using masculine, feminine or gender-neutral pronouns should be the student-athlete's choice. Coaches, administrators, and athletes are required to use a transgender student-athlete's chosen name and pronouns, demonstrating respect for their gender identity and expression. Misgendering or failure to respect these preferences is considered a violation of university policy.

14.4.2. EDUCATION

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

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

14.4.3. ACCESS TO LOCKER ROOMS AND BATHROOMS

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

Upon request, transgender student-athletes will be provided access to private changing, showering, and toilet facilities to ensure their comfort and safety. Coaches and team members are required to accommodate these preferences with sensitivity and respect.

14.4.4. ACCOMMODATIONS FOR TRAVEL

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

compromising the student's privacy and confidentiality.

Transgender student-athletes will be assigned rooming accommodations based on their gender identity. If a student requests additional privacy, every effort will be made to accommodate their needs while ensuring their inclusion in team activities.

14.4.5. DRESS CODES FOR UNIFORMS

Dress codes must allow all athletes to dress in ways that align with their gender identity. This includes offering flexible uniform options that respect the diverse gender expressions of all student-athletes. For example, instead of requiring gendered forms of "dressy," such as a skirt or dress, dress codes should require students to dress with appropriate formality in ways that suit their gender identity. Since both transgender and cisgender athletes may have preferred gender expressions that do not conform to traditional norms of dress—for instance, not all women feel comfortable in a skirt—this policy should be understood to apply to all student-athletes.

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

Athletic Uniform Branding: Student-athletes who are wearing any undergarments that will show under their uniform, must match the uniform brand if the labeled brand shows.

FIGURE 14.4.5. DRESS CODES FOR UNIFORMS

The privacy and confidentiality of transgender student-athletes are most important. All medical and personal information related to a student-athlete's transgender identity will be securely maintained, with access strictly limited to authorized personnel.

UNIVERSITY POLICY ON COMPENSATION FOR THE USE OF NAME, IMAGE, AND LIKENESS

Bridgewater State University supports student-athletes receiving compensation for the use of their name, image, and likeness from sources outside the University.

In conjunction with NCAA policy, Bridgewater State University and the Department of Athletics and Recreation (the institution) have developed specific policies to address name, image, and likeness (NIL) activities of student-athletes. A student-athlete's failure to comply with this policy may result in penalties imposed by the NCAA and/or the institution that could impact the student-athlete's eligibility to participate in intercollegiate athletics.

DEFINITION OF NAME, IMAGE, AND LIKENESS ACTIVITY

A name, image, and likeness activity includes any situation in which a student-athlete's name, image, likeness, or personal appearance is used for promotional purposes by a non-institutional entity, including the individual student-athlete, a commercial entity, or a noninstitutional nonprofit or charitable entity. While such activities may provide compensation for a student-athlete, those activities that do not provide compensation are also covered under this policy. Student-athletes' use and monetization of their name, image and likeness may involve a wide range of activities, including but not limited to:

- Traditional commercials or advertisements for products or services,
- Student-athletes developing and promoting their own business.
- Personal appearances
- Student-athletes running their own camps or clinics.
- Providing private lessons (and using their name or image to promote those lessons)
- Sponsored social media posts.
- Autograph sessions

DISCLOSURE REQUIREMENTS

Student-athletes are required to disclose contact information for all parties involved in the use of their name, image, and likeness, as well as any involved professional service providers. The student-athlete must also disclose compensation arrangements and the details of their relationship with involved parties. Student-athletes must disclose the proposed name, image, and likeness activities to the institution at least seven (7) days prior to committing to said activities. If arrangements and details of agreements to promote a commercial product or service are amended, the student-athlete must provide notice at least seven (7) days prior to the effective date of the change.

The BSU NIL Disclosure form can be found at [BSU NIL Disclosure Form](#)

CONTACT INFORMATION

A student-athlete may not enter into an agreement with a third-party that conflicts with any existing sponsorship agreements. If the institution identifies a conflict between the student-athlete's name, image, and likeness activities and an existing sponsorship agreement, the institution shall inform the student-athlete of such a conflict, so the student-athlete has the opportunity to negotiate a revision of name, image, and likeness activities with the third-party. That revision is also subject to additional review and approval by the institution.

Student-athletes may not enter into an apparel contract that requires the student-athlete to display a sponsor's apparel, or otherwise advertise for a sponsor, during official team activities if the provision is in conflict with a provision of the student's institution's team contract.

Student-athletes may not engage in name, image, and likeness activities while participating in required institutional activities or while representing the institution.

Student-athletes will not be permitted to use logos or images, including institutional marks, which identify the institution in any name, image, or likeness activities. A student-athlete may only reference their attendance at the institution and participation in athletics in biographical information.

Student-athletes may not use institutional facilities for any name, image, or likeness activities, with the exception of use for teaching lessons or for a camp/clinic, provided the rental agreement is in line with that available to the general public.

While a student-athlete is permitted to engage in name, image, and likeness activities on the institution's campus, all activities are subject to applicable University policies and procedures regarding third parties and commercial ventures.

Student-athletes may not miss required educational obligations (e.g., class, exams, or scheduled tutor/mentor sessions) or required team activities for any name, image, and likeness activities.

A student-athlete's involvement in name, image and likeness activities will not relieve the student-athlete from the obligation to comply with all NCAA and institutional academic standards, requirements, regulations, or obligations; team rules of conduct or other applicable rules of conduct; standards or policies regarding participation in intercollegiate athletics; or disciplinary rules and standards generally applicable to Bridgewater State University students.

A student-athlete may obtain professional representation (agent or attorney) for advice, contract representation, and the marketing of their NIL, so long as the professional representation is NOT representing the student-athlete in securing professional athletic opportunities.

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Student-athletes may not receive compensation, which is conditioned or contingent on enrolling at, or continuing enrollment at any specific collegiate institution, or on any specific athletic performance or achievement.

Student-athletes may not enter into agreements for use of their name, image, or likeness in any Prohibited Sponsorship Category. In the event that a student-athlete enters into agreement in a Prohibited Sponsorship Category, the student-athlete shall be required to terminate such agreement.

A “Prohibited Sponsorship Category” is any sponsorship agreement in certain categories, with specific entities or with specific identified individuals that are in conflict with existing University contracts, University policies, or for any other reason determined in good faith by the University. Prohibited Sponsorship Categories include, but are not limited to:

- Gambling or sports wagering, and vendors associated with gambling or sports wagering.
- Adult entertainment, and vendors associated with adult entertainment.
- Alcohol, and vendors associated with alcohol products.
- Tobacco, and vendors associated with tobacco products.
- Marijuana, and vendors associated with marijuana products.
- Products or services that are illegal.
- Substances that are on the NCAA Banned Substance List
- Activities which are, in Bridgewater State University’s sole judgment, misleading, offensive, or in violation of a statute, law, ordinance, NCAA bylaw or any University contract obligation
- Activities that adversely affect the University’s reputation
- Activities that appear to create an endorsement by the University of a particular company, product, political candidate, or position regarding public policies.
- Activities that ridicule, exploit, or demean persons on the basis of their age, color, creed, physical or mental disability, national origin, citizenship, veteran status, marital status, race, religion, sex, or gender.

Student-athletes may not sell or trade any equipment, apparel, or awards provided to them by the institution as part of any NIL activities.

Student-athletes may not enter into an agreement for NIL activities unless the compensation to be paid the SA is for work actually performed and is at a rate reflecting fair market value.

International Student-Athletes

Neither the institution nor an institutional staff member may be involved in the development, operation or promotion of any student athlete’s name, image, and likeness activities. Further, institutional staff members may not enter into agreements with, or benefit from, a student-athlete’s name, image, or likeness activities.

Tax Implications

International student-athletes should seek guidance regarding the impact of any NIL activity upon their visa status.

Student-athletes should be aware that income from NIL activities would likely be considered taxable income. Student-athletes should consult with an appropriate tax professional about the tax implications of any compensation they earn.

Any income received by a student-athlete could impact that student-athlete’s eligibility for need-based financial aid.

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

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The Department of Athletics and Recreation supports staff/students' rights to use various social media sites as valuable means of communication, learning and promoting their name, image, or likeness. However, the department also holds all student-athletes to higher standards of behavior and sportsmanship that dictate they be portrayed in a positive light as student leaders of the University and BSU Athletics and Recreation.

16.1.1. SOCIAL MEDIA/ONLINE POSTING POLICY REQUIREMENTS AND PROHIBITIONS

Because they represent Bridgewater State University and the Department of Athletics and Recreations as well as themselves, staff and student-athletes are expected to act responsibly and in a manner that positively reflects on their team and the athletics program. This expectation includes the use of or participation in social media websites, including (but not limited to) Tik Tok, Instagram, Snap Chat, YouTube, Facebook, Twitter, etc.

Therefore, staff/student-athletes may not use social media/the Internet to post messages that:

- Violate any provision of state or federal law; the University's Student Code of Conduct; the University's policies on Free Speech and Demonstration; Acceptable Use of Computers; the Athletics Department's Sportsmanship Code; Conference or NCAA guidelines; or any specific team rules as set by coaches.
- Incite imminent lawless action.
- Are threatening.
- Are obscene.
- Constitute discriminatory harassment or other unlawful harassment.
- Are defamatory; including messages that are defamatory toward coaches, University staff, and another student-athletes.
- Violate copyright or fair use of intellectual property.
- Claim or imply that they are speaking on behalf of the University.
- Use University logos, trademarks, images or video, or iconography without permission.
- Use the University's name to promote a product, cause, political party, or candidate.
- Do not obey the terms of service of any social media platform employed by the student-athlete.
- In any way materially disrupts University operations, involves substantial disorder, or invades the rights of others.

Additionally, any photos or comments posted must not inappropriately depict team-related or University-identifiable activities wearing/using team uniforms or awards.

Any content posted by student-athletes that includes any photos or statements that depict hazing, sexual harassment, underage drinking, drug use, or threats is prohibited.

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

16.1.2. SANCTIONS FOR VIOLATIONS OF THE SOCIAL MEDIA/ONLINE POSTING POLICY

Any violation of the requirements and prohibitions listed above, including first-time offenses, is subject to investigation and possible sanction by Bridgewater State University's Office of Community Standards and/or the Department of Athletics and Recreation, as well as law enforcement authorities. Sanctions imposed by the coaching staff, or the Senior Associate Vice President for Student Life and Athletics or designee may include, but are not limited to, the following:

- Temporary suspensions from the team until prescribed conditions are met.
- Suspension from the team for a prescribed period.
- Indefinite suspension from the team.
- Dismissal from the team.

16.2. MEDIA DAY

Each Varsity team will have a Media Day scheduled with the Coordinator of Athletics External Relations well in advance of their traditional season.

16.2.1. SCHEDULING

- Athletic media days will be scheduled only after the roster is finalized and equipment/gear has been issued through the Equipment Room.
- All official media days must be scheduled with the Coordinator of Athletic External Relations to occur at least one week before the first date of competition / travel.
- All team members must be present for Media Day.
 - Weather/indoor space permitting, we will ideally take team photos on this day. If not, we will schedule a time for us to come to you.

16.2.2. PROPS

- All props used must be appropriate for use on any Bridgewater State University external outlet and are a direct reflection of our athletics Department. **Only props that are directly related to the specific sport (balls, helmets, sticks, goggles, etc., BSU related (foam fingers, BSU flags, etc.) or props that are provided by the department will be allowed.** No alterations of any kind will be allowed to any prop used during media days.
- The Coordinator of Athletics External Relations (and BSU Athletics Staff) reserves the right to deny the usage of an any prop.

16.2.3. MISCELLANEOUS

- All Media Days will take place in the Adrian Tinsley Center Conference Room, unless otherwise communicated by the Coordinator of Athletics External Relations
- All photos will be shared via email with coaches and captains/seniors within a few days of Media Day.
- It is expected that your team arrives on time and is respectful.

These guidelines are subject to change. If you have any questions regarding athletics media day activities, please contact the Coordinator of Athletics External Relations.

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The Department of Athletics and Recreation recognizes and supports the Bridgewater State University Code of Conduct as published in the Student Handbook. Student-athletes, as student leaders, are held to high standards and the policies as outlined in the University Code of Conduct and the Student-Athlete Handbook. As such, the judicial process for possible violations is separate and student-athletes are subject to separate sanctions from both the University Office of Community Standards as well as the Department of Athletics and Recreation. All University behavior policies can be found in the Student Handbook at [BSU Student Handbook](#)

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17.1.1. OVERVIEW

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

17.1.2. APPLICABILITY

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

17.1.3. REASON FOR THE POLICY

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

17.1.4. POLICY

17.1.4.1. HAZING BEHAVIOR

A broad range of behaviors may be considered hazing, from minor to more severe forms of conduct.

Requiring, encouraging, coercing an individual to, or creating any expectation that an individual must, as a condition of or in connection with joining, affiliating with, or participating or maintaining membership in an organization, team, or group, participate in activities where harm could result is likely to be considered hazing.

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

Harm includes, but is not limited to, harm to the physical or mental health of an individual,

diminishing one's sense of membership and/or breach reasonable standards of mutual respect within the organization, team or group, as well as harm to property.

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

Type of Behavior that constitute hazing (not a complete list)

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

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

Threatening or causing physical restraint, abuse, or other harm (including, but not limited to, being held down, tied up, taped, or confined in a small space, whipping, beating, branding, tattooing, piercing)

Acts which endanger physical or mental health or safety, including but not limited to, forced physical activity, exposure to weather, causing excessive fatigue or extended deprivation of sleep or rest.

- Engaging in or simulating sexual acts
- Engaging in sexually violent or sexually harassing behavior
- Consuming any substance, food, beverage, liquid or other substance)
- Kidnapping, or transporting and/or abandoning, a person.
- Conducting interrogations
- Being nude in a public or private place or humiliating behavior
- Furnishing alcohol to individuals below the age of 21 or illegal substances to any person, or facilitating such consumption of alcohol or use of illegal substances
- Damaging, destroying, or stealing property
- Identifying hazing targets or subjects based on their actual or perceived race, color, religion, national or ethnic origin, age, sex, sexual orientation, marital status, disability, gender identity and expression, veteran status, or other legally protected classification.

Be alert to potential hazing situations.

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

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

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

constitute hazing.

17.1.4.2. REPORTING HAZING

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

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

PLEASE NOTE: It is a violation of Massachusetts law for any person at the scene of a hazing crime who knows that another individual is the victim of a hazing crime to fail to report the crime to law enforcement (to the extent that such person can do so without danger or peril to themselves or others).

There are benefits to reporting hazing:

- Individuals who are victims of hazing and who truthfully report the activities will not be held responsible for a violation of this policy.
- Individuals who have knowledge of a hazing incident, but who did not participate, and truthfully report the activities will not be held responsible for a violation of this policy in relation to that particular incident.
- When reviewing a case, consideration will be given to whether an organization, team, or group self-reported hazing behavior and identified individuals who are responsible for the hazing to an appropriate University official or BSUPD.

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

17.1.4.3. RETALIATION IS PROHIBITED

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

17.1.4.4. ADMINISTRATIVE RESPONSE

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

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

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

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

17.1.4.5. POLICY QUESTIONS OR CONCERNS

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

17.1.4.6. RESOURCES

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

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

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

The basic tenant is that all individuals and groups have the right to live in freedom without harassment from others based on race, color, religion, gender, sexual orientation, national origin, age, disability, veteran status, political belief or affiliation, gender identity or genetic information. In addition, harassment is considered of violation of the Student Code of Conduct and can be found at [BSU Student Handbook - Proscribed Conduct](#)

17.2.1. SEXUAL VIOLENCE POLICY

Bridgewater State University is a public institution with a long-standing commitment to maintaining safe and healthy learning, living and working environments that are free from all forms of sexual violence, sexual harassment, gender-based harassment, domestic violence, dating

violence, stalking and retaliation. The BSU policy is intended to comply with Title IX, the reauthorized Violence Against Women Act, including the Campus SaVE Act, the Clery Act, and the guidance documents on Title IX issued by the Department of Education's Office for Civil Rights and the White House Task Force to Protect Students from Sexual Assault. The full policy and resources can be found at [Office of Equal Opportunity and Title IX](#)

17.2.1.1. SEXUAL ASSAULT REPORTING

As a student at BSU, you can report a potential sexual assault to any faculty or staff member of BSU. You have the right to report the assault for Title IX / EO purposes without involving BSUPD. If you have questions regarding a possible sexual assault, please reach out to any faculty or staff member that you are most comfortable with.

17.2.1.2. SEXUAL VIOLENCE ADVOCACY AND SUPPORT CENTER

The SVASC is part of the President's Division at BSU and reports directly to the Director of Equal Opportunity / Title IX Coordinator. The SVASC is dedicated to reducing the incidents of sexual assault and relationship violence on campus and within the community. Resources can be found at <https://studentbridgew.sharepoint.com/sites/SVASC>

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

Alcoholic beverages/illegal drugs are not permitted by athletics personnel and student-athletes at an athletics event or on any trip representing Bridgewater State University and the Department of Athletics & Recreation. The use of tobacco products (cigarettes, cigar, chewing tobacco, marijuana, and other tobacco products) at a team-sanctioned event or trip by both athletics personnel and student-athletes is prohibited as well.

Students violating University or policies regarding drugs and/or alcohol are subject to University disciplinary procedure and possible Athletic & Recreation Department sanctions (i.e.: team suspensions, team dismissals, etc.). Criminal prosecution under state and federal law could also be applied. The University Student Alcohol policy can be found at [BSU Alcohol Policy](#)

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

17.4.1. HOST EXPECTATIONS

Student-athletes who host overnight prospective student-athletes must sign the Overnight Visit Form and are expected to adhere to the following guidelines:

- Do not provide alcohol or other drugs to a prospective student-athlete (recruit).
- Never put a prospective student-athlete in a position in which they are uncomfortable or where they may have an opportunity to use alcohol or other drugs.
- The prospective student-athlete should never be left alone.
- The prospective student-athlete is the responsibility of the entire team. You should work together to give the recruit a good experience on their visit and be a good representative of the team.
- Understand rules and regulations of alcohol use from the University's student handbook/code of conduct and make the prospective student-athlete aware of these rules if needed.
- Protecting yourself and the prospective student-athlete is most important. Activities that would jeopardize the safety of either party must be avoided.

17.4.2. PROSPECTIVE STUDENT-ATHLETE EXPECTATIONS

Prospective student-athletes on an official, overnight visit are also required to sign the Overnight Visit Form and are expected to adhere to the following guidelines:

- Take responsibility for their own actions during their visit.
- Conduct themselves in a responsible manner throughout their stay.
- Abide by Massachusetts state law, which prohibits all use of illegal drugs and prohibits the use of alcoholic beverages by persons under 21 years of age.

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

- providing information to individuals involved in organized gambling activities concerning intercollegiate competition.
- soliciting a bet on any intercollegiate team.
- accepting a bet on any team representing the institution.
- soliciting or accepting a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has a tangible value; or
- participating in any gambling activity that involves intercollegiate or professional athletics in which the NCAA hosts a championship.

This includes but is not limited to, office pools, spreads, and over/under bets. For more information on the NCAA policy on Sports Wagering, please visit [NCAA Sports Betting](#)

The University Gambling policy can be found at [BSU Illegal Gambling and Bookmaking](#)

17.6.1. PURPOSE

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

17.6.2. DEFINITIONS:

- **Coach:** Any person serving as a head coach, assistant coach, graduate assistant coach, or volunteer coach in the athletics department.
- **Athletic Staff:** Any employee or student serving in the athletics department in an administrative, management, or support capacity, or in any capacity in which they supervise student-athletes or have responsibility for the provision of services or other benefits to student-athletes.
- **Supervisory control or authority:** This includes any responsibility with the potential to affect the student-athletes participation in the athletics program and includes the provision of direct services and benefits to the student-athletes, such as: coaches and coaching staffs, athletic training, academic and student life program support, tutoring, counseling, eligibility determinations, program compliance, signing of timesheets, and control over the student-athlete's team.
- **Student-Athlete:** Any Bridgewater State student who is a member of an intercollegiate or club athletics team as defined by the University and NCAA regulations.
- **Student:** Any Bridgewater State student as defined by the University.
- **Amorous Relationship:** Any sexual, romantic, or dating relationship.

17.6.3. SCOPE OF THE GUIDELINES AND REQUIREMENTS:

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

The respect and trust the student-athlete places in a staff member or coach, and the vulnerability of the student-athlete in that relationship, make "consent" unreliable in this setting. Conflicts of interest are endemic to amorous relationships between coaches and student-athletes, and the costs to the athlete, the team, the athletics program, and the University, necessitate a strict prohibition on amorous relationships between coaches and student-athletes.

Even when the staff member/coach has no direct professional responsibility for that student-

athlete, other student-athletes may perceive that the student-athlete who has a sexual relationship with a staff/member coach may receive preferential treatment from the staff member/coach or the staff member/coach's colleagues. Such relationships are incompatible with the ethical obligations of the staff/member coach and the integrity of the athletics program. Accordingly, the prohibition applies to relationships between all staff members/coaches and all student-athletes in the intercollegiate athletics program.

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

17.6.4. ENFORCEMENT

17.6.4.1. REPORTING A VIOLATION

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

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

17.6.4.2. INVESTIGATION

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

In investigating a possible violation of the guideline, the standard of proof

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

17.6.4.3. COORDINATION OF INFORMATION RELATING TO VIOLATIONS OF OTHER UNIVERSITY GUIDELINES AND/OR CRIMINAL LAW.

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

17.6.4.4. DISCIPLINARY ACTION

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

17.6.4.5. CONFIDENTIALITY

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

17.6.4.6. RETALIATION

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

17.6.5. ADDITIONAL RESOURCES

- Staying in Bounds: An NCAA Model Policy to Prevent Inappropriate Relationships Between Student- Athletes and Athletics Department Personnel, Deborah L. Brake, J.D., and Mariah Burton Nelson, MPH, CAE; [NCAA Staying in Bounds](#)
- **COACH-ATHLETE BOUNDARY LINES** - Athletic Management, Monthly Feature: July 2009
- NCAA Equity and Title IX in Intercollegiate Athletics Manual
- **COACH-ATHLETE SEXUAL RELATIONSHIPS**, Pat Griffin, Women's Sports Foundation
- **SAFE4ATHLETES** –Advocates for athlete welfare where every athlete is provided a safe and positive environment free of sexual abuse, bullying, and harassment. [Safe4Athletes](#)

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Service animals are permitted outside of the fenced perimeter of the athletic fields at all competition venues. When indoors, the owner of the service animal must make every effort to remain separate from the general spectator population. Animals are **not** permitted in any bleacher area. Service animals are defined by the University as an animal required because of a disability and have been trained to perform a specific task.

The individual requiring a Service Animal or ESA has full responsibility for the care, supervision, and feeding of an approved assistance animal, while the animal is on campus. The owner is responsible for ensuring that the animal is always kept under reasonable control. The owner is responsible for ensuring that the animal does not cause undue disturbance or unmanageable interference to other spectators or game participants and officials. Failure to keep the service animal under reasonable control may result in the owner and service animal being required to leave the competition venue.

Pets that are not documented or approved service animals are not allowed at any athletic venue and should be left at home for their own comfort. Student-athletes should notify their families of this policy.

Violators of this policy will be asked to remove the dog/pet from the area.

The full University policy regarding animals on campus can be found at [BSU Animals on Campus](#)

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

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

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

- Senior student-athletes who complete their academic eligibility at Bridgewater State University will receive a Senior Student-Athlete stole that may be worn at commencement. **Student-athletes must complete the competitive season in their senior year to be eligible to receive a stole.** Student-athletes who do not complete a competitive season, voluntarily or involuntarily, are not eligible to receive the Senior Student-Athlete Stole. Special consideration for injury or illness **documented at the time of occurrence** will be considered case-by-case.
- **John C. Harper Athlete of the Year (M/W)** – The recipient must have earned a varsity letter and is considered the most outstanding student-athlete for their performance on the field of play.
- **Rookie of the Year (M/W)** – The recipient must be in their first year of eligibility at the college level, earned a varsity letter and is considered outstanding for their performance on the field of play for the season.
- **Dr. Adrian Tinsley Scholar-Athlete of the Year (M/W)** – The recipient must have earned a varsity letter, successfully completed one full academic year (two semesters) at Bridgewater State University and has a minimum 3.20 Q.P.A. (Quality Point Average) overall. Their athletic performance should also be given equal consideration.
- **Lee Harrington “Unsung Hero” Award (M/W)** – The recipient must have earned a varsity letter. It is based not necessarily on how talented or successful a student-athlete might be, but on the amount of energy and dedication put into the sport, to be the best can be and contribute as much as they can to the team as a whole. One must represent the University in a respected manner both on and off the field of play.
- **Yoshitaka Ando Student-Athlete Leadership Award** – The recipient has exhibited outstanding leadership that has positively impacted their teammates, team culture, and the Athletics community as a whole.

- **Chi Alpha Sigma** – Chi Alpha Sigma is the National Honor Society for student-athletes who carry a cumulative GPA of 3.4 or above in their junior and / or senior year. A certificate and medallion are given to all seniors and juniors who meet the qualifications of the national honor society.
- **Captain's Award** – Given annually to all captains who represent every varsity sport at Bridgewater.
- **Varsity Pins** – A varsity pin will be awarded if a student-athlete meets either of the following criteria:
 - Participates in fifty percent (50%) of scheduled games, meets, or matches. If a student-athlete misses any of these due to physical injury it will not count against their overall percentage.
 - If a student-athlete who through originality, dedication, actions, and unique talents contributes to the benefit or development of the team as a whole, they can be recommended by the coach for a varsity certificate.
- **Team of the Year** – Awarded to the varsity team determined to have represented BSU Athletics throughout the entire year through performance, academics, spirit, and community service.

