



2022-2023 Student-Athlete Handbook

UNIVERSITY OF THE PACIFIC

Athletics Department

Student-Athlete Bill of Rights

I. Balanced Student-Athlete Experience

The Pacific Athletics Department guarantees student-athletes the opportunity to explore and participate in experiences beyond the athletic realm through the pursuit of academic and social endeavors. With a great variety of majors, as well as clubs and organizations, Pacific creates a diverse and well-balanced experience for student-athletes.

II. Culture of Respect

The Pacific Athletics Department values a family environment where all student-athletes, faculty and staff are respected. The use of demeaning language, or physical or verbal abuse, will not be tolerated under any circumstances.

III. Academic Support

The Pacific Athletics Department provides academic assistance for all student-athletes in their pursuit of a degree through study hall, tutors, priority registration, and a dedicated faculty. The Department ensures that student-athletes have maximum time in the classroom by arranging practices in coordination with academic schedules, as well as by limiting the number of away games.

IV. Athletic Support

The Pacific Athletics Department embraces a competitive culture that thrives on a winning spirit and self-motivation. With the help of the strength and conditioning program, along with access to the training room, high quality facilities and equipment, and medical assistance, the Department encourages student-athletes opportunities to maximize their potential in preparations for competition.

V. Scholarship Commitment

The Pacific Athletics Department does not reduce or eliminate a student-athlete's financial aid because of a coaching change, injury, or illness.

VI. Innovation - Technology

The Pacific Athletics Department employs innovative, high caliber technology for enhancing the student-athlete experience both athletically and academically.

VII. Life Skills and Career Development

The Pacific Athletics Department offers a variety of life skills programs and works in partnership with the Career Resource Center to provide tools and resources for student-athlete success through graduation and beyond.

VIII. Community Outreach

The Pacific Athletics Department promotes opportunities for student-athletes to volunteer both on-campus and beyond our gates in the greater Stockton community. The Department encourages student-athletes to be ambassadors for their sport by representing the University through service and outreach.

IX. Collective Voice

The Pacific Athletics Department enables student-athletes to have a collective voice in the administration of intercollegiate athletics. The Pacific Student-Athlete Advisory Committee (PSAAC) represents that voice in expressing the rights and concerns of student-athletes on both an individual and team basis.

X. What will the Student-Athletes Do?

The student-athletes at the University of the Pacific recognize that with learning comes responsibility and with adversity comes growth. By upholding the four pillars of Balance, Winning Spirit, Family and Innovation, student-athletes cultivate a strong work ethic, personal initiative, and a collective winning spirit, holding themselves to the highest standards of integrity in representing the University both on and off the field.

Welcome



Dear Tiger Student-Athletes,

As we work together to impact the present and shape the future, there is a boldness that comes when we decide to go “ALL IN” every day. That choice brings a resolve to dream big, dig deeper, and push further.

Becoming champions in the classroom, in competition, and as leaders in the community requires bold ambition, as well as aspirational and inspirational goals in the pursuit of excellence. I encourage you to embrace the ideals of our four pillars – family, innovation, balance, and a winning attitude. Using these values as you build mental and physical toughness, confidence, and a competitive, high-performance mindset will lift you and those around you to new heights.

Focusing on the things you can control every day – your attitude, effort, and actions – will provide you with the determination and resilience to grow more and achieve more than ever before. As always, our coaches, staff, administrators, and faculty are here to provide the support needed for you to choose to be your best. This Student-Athlete Handbook, which was developed for you, will help you understand the policies and resources that can support and guide you in order to ensure a successful collegiate student-athlete experience. Most importantly, if you have a concern or challenge, do not hesitate to reach out to one of us so we can assist.

This is a pivotal moment.... We are the Pacific Tigers! When those pivotal moments come, we go “ALL IN” and by doing so, you become a game changer, a difference maker, a leader. This is your time to BE A CHAMPION EVERY DAY, create the possibilities, and leave your legacy as a Pacific Tiger!

#AllIn

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Director of Athletics

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University of the Pacific Mission Statement

The University of the Pacific's mission is to provide a superior, student-centered learning experience integrating liberal arts and professional education and preparing individuals for lasting achievement and responsible leadership in their careers and communities.

University of the Pacific Athletics Mission Statement

The Mission of the University of the Pacific intercollegiate athletics program is to support and facilitate the university's mission while being dedicated to providing its student-athletes opportunities to experience valuable lessons in diversity, self-discipline, leadership, and teamwork through NCAA Division I competition.

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General Information



University of the Pacific

Contact Information: Intercollegiate Athletics
3601 Pacific Avenue
Stockton, CA 95211
209-946-2472
www.pacifictigers.com

Athletic Information: NCAA Division I
Colors: Orange and Black
Nickname: Tigers
Mascot: Powercat

The University of the Pacific fields varsity teams in 17 sports, seven for men and ten for women:

Men

Baseball
Basketball
Golf
Soccer
Swimming
Tennis
Water Polo

Women

Basketball
Beach Volleyball
Cross Country
Soccer
Softball
Swimming
Tennis
Track, Outdoor
Volleyball
Water Polo

Intercollegiate Athletics is also proud of the Pacific Spirit Squad, comprised of the Dance Team and Powercat. The Spirit Squad members and the Athletic Training Students participate in student-athlete events and activities including, but not limited to, academic recognition and community outreach programs.

The following venues are used for practices and competition: Alex G. Spanos Center, Janssen-Lagorio Gymnasium, Klein Family Field, Chris Kjeldsen Pool at the Pacific Aquatics Center, Knoles Field, Eve Zimmerman Tennis Center, Raney Sand Volleyball Courts, Bill Simoni Softball Field, and the Pacific Turf.





The NCAA

The University of the Pacific is a Division I member of the National Collegiate Athletic Association. The NCAA is a voluntary, self-governing organization of four-year colleges, universities and conferences committed to the well-being and development of student-athletes, to sound academic standards and the academic success of student-athletes, and to diversity, equity and inclusion. Member institutions and conferences believe that intercollegiate athletics programs provide student-athletes with the opportunity to participate in sports and compete as a vital, co-curricular part of their educational experience. The member schools and conferences likewise are committed to integrity and sportsmanship in their athletics program and to institutional control of and responsibility for those programs. The basic purpose of the Association is to support and promote healthy and safe intercollegiate athletics, including national championships, as an integral part of the education program and the student-athlete as an integral part of the student body. (NCAA Constitution, Preamble).

Student-athletes are individually subject to many of the rules and regulations of the NCAA. The applicable rules and regulations govern areas such as unsportsmanlike behavior, non-therapeutic drug use, gambling and the acceptance of non-permissible awards, benefits and expenses, as well as other forms of misconduct. Some applicable rules can be found in this handbook and in the packet of information student-athletes receive when they complete the NCAA and Pacific compliance forms.

The West Coast Conference

The West Coast Conference has authority similar to that of the NCAA with regard to regulating the practices of member institutions to ensure that individuals conduct themselves in an honorable and sportsmanlike manner. Conference rules and regulations are detailed in the West Coast Conference Handbook.

Pacific competes in the West Coast Conference in Baseball, Men's and Women's Basketball, Beach Volleyball, Women's Cross Country, Men's Golf, Men's and Women's Soccer, Softball, Men's and Women's Tennis, and Women's Volleyball.

Other Sports

Men's and Women's Swimming compete in the Mountain Sports Federation.

Women's Outdoor Track competes as an independent institution.

Men's and Women's Water Polo compete in the Golden Coast Conference.



The University of the Pacific has established a tradition of ethical conduct at all levels of the University. In accordance with this tradition, the University of the Pacific and Intercollegiate Athletics require all student-athletes, coaches, athletic trainers and staff to conduct themselves in a manner that creates and reinforces a positive image of the people, values, and traditions associated with the University and Intercollegiate Athletics. Policies and procedures specifically for student-athletes can be found in this handbook. General student policies and procedures can be found in the Tiger Lore.

The University of the Pacific intends to uphold all applicable federal, state, and municipal laws and expects all students to follow such standards. Accordingly, any behavior not commensurate with responsible and/or lawful conduct may be cause for the University to take appropriate administrative, disciplinary, or legal action. The University acknowledges and actively upholds the adult status of each student with all the accompanying rights of such status. Accordingly, each student is responsible for his or her own actions.

The University expects the highest degree of athletic excellence, academic integrity, and responsible citizenship from its student-athletes. As such, student-athletes must abide by all University, NCAA and Conference rules, regulations and policies as well as with all federal, state and municipal laws. Additionally, each athletics team has its own team rules and/or standards that might be stricter than those of Intercollegiate Athletics or the University in general. The University and Intercollegiate Athletics provide support and services to assist student-athletes in meeting their goals and responsibilities.

The primary purpose of a student's attendance at a collegiate institution is to acquire an education. The student-athlete's goals must be the same as those of other students, with education as the primary pursuit. At the same time, the student-athlete is afforded the unique opportunity to learn and grow outside the classroom through athletics participation.

Participation in Intercollegiate Athletics at the University of the Pacific is a privilege. Student-athletes are afforded a special opportunity to develop skills as well as to grow emotionally, socially and intellectually, to travel as a University representative and to become productive members of a team. Intercollegiate Athletics acknowledges the time and effort spent in developing both the athlete and the whole person and is proud to have its student-athletes represent the University.





Student-Athlete Code of Conduct

2022-2023 UNIVERSITY OF THE PACIFIC STUDENT-ATHLETE CODE OF CONDUCT

Pacific Athletics wants you to have a fulfilling, successful, and safe academic and athletic experience at the University of the Pacific. We also want all student-athletes to understand Pacific's expectations for your behavior both when you are competing and in other contexts. These expectations emphasize safety, good sportsman-like conduct, appropriate conduct and responsibilities that each student-athlete accepts when you choose to represent Pacific.

- As members of athletics teams, student-athletes are always representing Pacific Athletics and the University. All student-athletes will conduct themselves in a responsible and respectful manner at all times, both while participating as a member of a team and while acting as a member of the community.
- All student-athletes will demonstrate outstanding game conduct, including refraining from vulgar language, during all competition.
- All student-athletes will follow all conference, NCAA, and University rules and regulations as well as local, state, and federal laws.
- Student-athletes will follow all University academic guidelines and those set by intercollegiate athletics and the coach. Academic integrity is expected, and violations will result in judicial ramifications and possible NCAA sanctions.
- All student-athletes will participate in development programs as directed by their coach and/or Intercollegiate Athletics.
- Student-athletes will represent the University and the department in a positive manner during team travel. Absolutely no drug or alcohol use is permitted on road trips.
- Student-athletes are responsible for all college-issued equipment and will return all equipment in good condition upon completion of the season or upon demand of the coach.
- Student-athletes shall avoid conduct that demeans, harasses, threatens or harms (physically or verbally) any person or that is derogatory about a person's race, sex, religion, age, disability, national origin, or sexual orientation.
- Any violation of these expectations or other conduct that negatively reflects on the student-athlete, team, Pacific Athletics and/or University can be met with serious consequences.

Hazing is against California State Law, and as mandated by the law, Athletics must report any acts of hazing to the proper authorities. Being subjected to hazing may include, but is not limited to being sworn at, being forced or expected to participate in tattooing, piercing, head shaving or dyeing, being forced or expected to wear embarrassing clothing, being forced or expected to drink alcohol, being transported and abandoned, or being forced or expected to consume inappropriate concoctions. If you know of incidents of hazing and do not report them to Intercollegiate Athletics, you may be held responsible by Intercollegiate Athletics and liable in civil and criminal court.

Social network sites such as Facebook, Twitter, or Snapchat facilitate students communicating with other students. Student-athletes are not prohibited from using these sites, but users are reminded that they represent Pacific as well as themselves and that such pages may be accessed by Pacific personnel, prospective student-athletes and their families, as well as future employers or graduate schools. Student-athletes should understand that any content they make public on the sites is expected to comply with federal government, State of California, NCAA and Pacific rules and regulations. Specifically, violations of laws (e.g., harassing language or alcohol or drug violations) can be subject to the authority of law enforcement agencies and campus judicial proceedings. In addition, the malicious use of on-line social networks containing derogatory language about others, demeaning statements about or threats to any third party, and incriminating photos or statements depicting hazing, sexual harassment, vandalism, stalking, underage drinking, illegal drug use or other inappropriate behavior will be subject to disciplinary action by the Head Coach and/or Director of Athletics as well as the University Office of Student Conduct and Community Standards. Sanctions may include written notification requiring that the unacceptable content be removed, temporary suspension from the team or dismissal from the team.

Any student-athlete who is arrested or violates University policies will be treated seriously by Pacific Athletics. Immediate suspension and loss of athletics aid may occur, as well as other disciplinary actions. These sanctions may be imposed as a result of a preliminary hearing with the Director of Athletics or a designee. Additional sanctions may be imposed after judicial/legal hearings have occurred.

This Code of Conduct is in addition to any specific team policies established by your coach, as well as all guidelines established by Pacific that apply to all students. Failure to agree and adhere to this Code of Conduct can result in actions ranging from reprimand or suspension to dismissal from the program. Honesty is a fundamental expectation of all student-athletes. It is the intent of Intercollegiate Athletics to achieve a level of behavior that enhances a safe environment and reflects positively on all of us.

Printed Name: _____

Signed Name: _____

Sport: _____

Date: _____



Student-Athlete Services Mission Statement

The mission of Student-Athlete Services and Compliance is to provide the necessary resources to assist student-athletes in reaching their full potential academically, athletically, personally, and professionally. We strive to create a collaborative and inclusive environment for all student-athletes to successfully attain their degrees while developing the skills necessary to become efficient learners, act with integrity, serve as leaders within the community, and accomplish their future goals.

Student-Communication

Pacific Athletics manages a student-athlete email list that is used to distribute important information and deadlines to all student-athletes. You will receive weekly emails to your u.pacific.edu email address through Canvas with important information, dates, deadlines and upcoming events. Please read these notices thoroughly as they contain valuable information. Just as you are expected to be familiar with the information in this handbook, you are responsible for the information received through your Pacific email and covered in your Pacific Student-Athlete Services Canvas site.

All email addresses used are the u.pacific.edu addresses. The University also uses this email address to communicate important University notices.

Life Skills Programs and Workshops

The NCAA Life Skills program is designed to address the “total development” of the student-athlete. It is a well-rounded plan for students to develop individual skills necessary to lead a successful, productive life and become leaders and contributors to the community and the nation. The program consists of five components: academic excellence, athletic excellence, career development, personal development, and service.

To encourage student-athletes to be well-rounded and grow both academically and personally, Pacific requires that every student-athlete attends one (1) Life Skills workshop that interests them in addition to the mandatory Life Skills program each academic year. Some workshop topics include drug and alcohol abuse, proper nutrition and eating disorders, time and stress management, gambling, and career development. If a student-athlete attends a program that athletics does not offer, the student-athlete may get the program pre-approved and provide Athletics a ticket, flier, or a signature documenting their attendance.

Important components of the Life Skills programs are Drug Education, Drug Testing, and Drug Treatment. Examples of parts and future projects the Life Skills program promotes, presents or works in partnership with University groups to administer include:

- Resume and Cover Letter Writing, Interview Skills Workshops;
- Financial Planning Workshops;
- Year-round community service activities;
- Sexual assault prevention and alcohol and drug abuse prevention programming
- Nutrition and body-image seminars and proactive education
- Time Management and Study Skills

Staff Contacts

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Career Services Center (CSC)

The Career Services Center, located on the second floor of the McCaffrey Center, provides many services that educate and guide student-athletes during the career development process. The Career Services Center is dedicated to assisting current and former Pacific student-athletes in the transition from college to career.

The Career Services Center provides the following services:

- Resume Writing (beginning, intermediate)
- Writing a Cover Letter
- Choosing a Major
- Skills/Interests Assessments (Strong/MBTI)
- Internships
- On-Campus Jobs
- Job Search (major/career relevant)
- Linked-In Profile
- Mock Interview/Interview Preparation
- Graduate School Preparation (including personal statement)
- Networking
- Event preparation (Career Fair, Mock Interview)

The Career Services Center works closely with Pacific Athletics to provide student-athletes with numerous resources such as special career workshops designed specifically for student-athletes.





General and Academic Eligibility

At the beginning of the academic year, each team meets to discuss NCAA and University processes and rules. Athletic Administrators and the Faculty Athletics Representative present important eligibility-related information and answer questions. Several forms are distributed prior to these meetings for signatures. Failure to complete and sign the required forms annually will result in a student-athlete's ineligibility for participation in all intercollegiate competition.

Each student at the University of the Pacific is responsible for:

- Monitoring his/her own progress toward earning a degree;
- Making final decisions regarding program and course selections;
- Being aware of academic rules and regulations, registration procedures, deadlines, general education, and graduation requirements;
- Consulting his/her own faculty advisor on a regular basis; and
- Obtaining correct information before making a decision.

Eligibility Certification

In order to participate in Intercollegiate Athletics, you must be certified as eligible under NCAA, West Coast Conference, and Pacific rules and regulations. Eligibility certification must be completed prior to joining a team and taking part in any athletically-related activities. If you have any questions regarding your eligibility, please speak with Compliance staff.

All student-athletes must:

- Attend an orientation session with Compliance Staff;
- Receive online copy of the Student-Athlete Handbook, the NCAA and Pacific Drug Testing Consent Forms, Informed Consent, and the Consent for Access to Release Records;
- Meet NCAA Progress Towards Degree and GPA Requirements;
- Be registered for 12 units;
- Pass a minimum of 6 degree-countable units during the previous term of full-time enrollment;
- Maintain at least a 2.00 cumulative GPA.

Academic Eligibility

It is the responsibility of each student-athlete to make sure he or she is eligible before competing. The head coach and the Senior Associate Director of Athletics for Student-Athletes Services and Compliance will have team lists indicating the eligibility status of all student-athletes in that sport. If a student-athlete competes before being certified, the University is required to declare that student-athlete ineligible and to forfeit all contests in which the student-athlete competed while ineligible. Subsequent reinstatement of a student-athlete's eligibility will depend on the success of an appeal to the NCAA.



Good Academic Standing

To remain eligible for participation in Intercollegiate Athletics, student-athletes must make “satisfactory progress” towards their declared degree and be considered in “good academic standing.” To meet the satisfactory progress requirement, student-athletes must successfully complete 18 semester hours of credit during the academic year, passing a minimum of 6 degree-countable units per term. Good academic standing at Pacific is achieved by maintaining a cumulative Pacific grade point average of at least 2.00. Coursework taken at other institutions is not considered in calculating this grade point average. At Pacific, student-athletes must also be in good academic standing at the beginning of the spring semester in order to remain eligible for competition.

Academic Eligibility

To be eligible to compete, you must be in good academic standing according to the University’s standards, be enrolled full time (12 units for an undergraduate student, 8 units for a graduate student) and maintain satisfactory progress toward a baccalaureate degree.

To meet NCAA progress towards degree rules, you must meet the following requirements:

By the beginning of your second year in college:

- Pass a minimum of 24 units during the freshman year (fall, spring, and summer);
- Complete a minimum of 18 units during the Fall and Spring semesters;
- Earn a cumulative GPA of at least 2.00;
- Pass a minimum of 6 degree-countable units each semester;

By the beginning of your third year in college:

- Declare a major;
- Have 40% of degree complete (for 5-Year Programs: have 33% of degree complete);
- Complete a minimum of 18 units during the previous Fall and Spring semesters;
- Earn a cumulative GPA of at least 2.00;
- Pass a minimum of 6 degree-countable units each semester;

By the beginning of your fourth year in college:

- Have 60% of degree complete (for 5-Year Programs: have 50% of degree complete);
- Complete a minimum of 18 units during the previous Fall and Spring semesters;
- Earn a cumulative GPA of at least 2.00;
- Pass a minimum of 6 degree-countable units each semester;

By the beginning of your fifth year in college:

- Have 80% of degree complete (for 5-Year Programs: have 67% of degree complete);
- Complete a minimum of 18 units during the previous Fall and Spring semesters;
- Pass a minimum of 6 degree-countable units each semester;
- Earn a cumulative GPA of at least 2.00.



Full-Time Enrollment

NCAA rules require that all student-athletes be registered full time (12 units for an undergraduate student, 8 units for a graduate student) to be eligible for practice and/or competition. The exceptions to this rule are: seniors in their final semester who may be enrolled in only the number of units they need to graduate; and a student-athlete may be enrolled less than full-time in the final semester before participating in an experiential learning requirement in the following term, provided the student-athlete is enrolled in all courses necessary to complete degree requirements, other than the experiential learning requirement. In these situations, you must complete the Request for Less Than Full-Time Enrollment form with the Senior Associate Director of Athletics for Student-Athlete Services and Compliance. CPCE units or courses from other institutions cannot be used for full-time enrollment purposes. You must check with Student-Athlete Services Staff before changing your schedule (add, drop, withdraw, etc.) to discuss the eligibility impact and your faculty advisor to discuss effect on degree completion.

NCAA 6-Unit Rule

Six semester units of degree-applicable academic credit must be earned during the semester prior to competition. Summer school does not apply to this rule.

Baseball Specific Requirement

The NCAA requires baseball student-athletes to meet all progress towards degree requirements in the Fall in order to be eligible for competition in the Spring.

Grade Point Average Calculations

With such an emphasis on GPAs, you may wish to calculate your own GPA. To do this, divide the number of grade points earned by the number of units attempted. Grade points are your letter grades translated into numbers. The University of the Pacific has a 4-point scale; an A=4.0, A-=3.7, B+=3.3; B=3.0, B-=2.7; C+=2.3, C=2.0, C-=1.7, D+=1.3, D=1.0, F=0.0.

An example of how to calculate your GPA is as follows:

Course	Units	Grade	Grade Points
Art	3 units	C+= 2.3	3x2.3 = 6.9
Math	4 units	B= 3.0	4x3.0= 12.0
Core 002	4 units	A= 3.7	4x3.7= 14.8
Economics	<u>4 units</u>	C= 2.0	<u>4x2.0= 8.0</u>
	15 units		41.7 points

You have attempted 15 units and earned 41.7 points. You divide 41.7 by 15 and find your GPA is 2.78. You would be considered a student in good standing.



Repetition of a Course

In order to repeat a course at the undergraduate or first professional (PharmD) level, students must have earned a C- or lower the first time the class was taken. Once a course is completed (with a grade of C or higher) the student may not repeat any prerequisites for that course. The grading option, when repeating a course, must be the same as the one used originally. Any given course can be repeated one time only. Fundamental Skills courses are exempt from the one time repeat rule.

Students must have both a 2.00 cumulative Pacific GPA and a 2.00 major/minor/program Pacific GPA to graduate. Prior to Fall Semester 2015, the grades received for courses repeated were averaged. Beginning Fall Semester 2015, the best institutional grade attempted when repeating a course is used to calculate the cumulative Pacific GPA and the major/minor/program GPA. Both the initial and subsequent repeat grade will remain on the academic record.

Students may exercise their grade replacement rights up to a maximum of the first three repeated courses, while enrolled in undergraduate degree programs at Pacific. Any additional course repeats will be 'grade averaged' for the cumulative Pacific GPA and the major/minor/program GPA. Basic skills are exempt from the three times rule.

A student's Major/Minor/Program GPA is calculated in the following manner:

- When multiple courses can be used to complete a particular requirement, the course with the best grade will be used in the calculation.
- Transfer/Test articulated work will not be used in the calculation.

Additionally, for Major and Minor GPA calculations:

- Only courses currently completing the requirements up to the total number of units required for that particular major or minor are used.
- Successfully completed major and minor courses in excess of what is required to complete it are not used in the calculation.

You must check with Student-Athlete Services Staff prior to repeating a course to discuss the eligibility impact and your faculty advisor to discuss effect on degree completion.

Please see the Academic Catalog for more information.

Declaring a Major

After your fourth full-time semester you are required to declare a major. Your percentage of degree requirements must be determined at this time. Any time you decide to change your major, it is imperative to consult with the Student-Athlete Services Staff to find out the implications on your eligibility and your faculty advisor to discuss effect on degree completion.



Priority Registration

Student-athletes have priority registration based on class standing. Each semester, student-athletes must register at their scheduled registration time. If there is a time conflict with class/practice/competition, please notify the Student-Athlete Services Staff.

Part-Time Seniors

If you plan to take less than 12 units in your final semester or the penultimate semester prior to completing a required experiential learning experience, and have athletic eligibility remaining, you must discuss your plan at least 1-2 months before the appropriate semester begins with the Senior Associate Director of Athletics for Student-Athlete Services and Compliance and complete the Request for Less Than Full-Time Enrollment Form to ensure you will be eligible to compete.

Final Exam Schedule

The university has a very strict policy regarding taking final exams at the scheduled day/time. Any exceptions to this rule must be approved by the Dean's office at each school. This must be requested at the beginning of the semester. If a final exam needs to be rescheduled to avoid conflict with competition, please notify the Student-Athlete Services Staff. An academic affidavit must be signed by the student-athlete prior to the dates of the scheduled final exam. The final exam schedule can be found at: <https://students.pulse.pacific.edu/x127163.html>

Mid-Year Deficiencies

New student-athletes who have less than a 2.00 grade-point average at the end of the fall semester may petition the University's Athletics Advisory Board for a restoration of their eligibility to compete in the spring. Petition forms should be obtained through the Assistant Director of Athletics for Student-Athlete Services.





Privacy of Student Records

In compliance with the Family Educational Rights and Privacy Act of 1974 (commonly known as FERPA or the “Buckley Amendment”), the University has a longstanding policy of protecting the privacy of students’ records, which, in general, will not be disclosed to others without the student’s permission; However, there are several situations in which the University may disclose information without requiring the student’s permission. These include information:

- To University faculty and administrators with a legitimate educational need to know the student’s records;
- To persons or organizations providing financial aid;
- To other universities or colleges to which the student has applied or been admitted;
- In response to a court order;
- To parents when the student is a financial dependent according to IRS records; or
- Required in an emergency to protect the health and safety of the student or other persons.

Additionally, by signing the Student-Athlete Statement, student-athletes give academic record access to necessary Intercollegiate Athletics and NCAA staff members. An additional release form is requested that allows Student-Athlete Services staff to have communication (verbal and written) with instructors, coaches, and parents. Such access is used for academic eligibility, academic purposes, and scholarship and award opportunities.

Courses Taken at Other Schools

Students may file a petition to take a course at another university or college while also enrolled at Pacific. The petition must be submitted first to the student’s faculty advisor and then to the Registrar’s Office. The Transfer Course Approval Request Form can be obtained in the Registrar’s Office or on the Registrar’s web page.

If the course at the other institution is approved, a student may enroll in and complete the class, but no financial aid for the courses will be available from Pacific. Units taken at other institutions may count toward a student’s total number of units taken.

The grades, however, do not factor into a student’s grade point average. A Pacific grade point average only includes courses taken at Pacific. This is the grade-point average used for eligibility purposes. In addition, courses taken at other institutions do not count towards your full-time enrollment requirements (at least 12 units for an undergraduate student and 8 units for a graduate student).

Activity Units

Student-athletes may earn one unit of credit for sport participation and one unit for strength training each year. In order to earn the credit, student-athletes should register for their sport in the semester of their championship and enroll in strength training in the other semester. A maximum of eight activity units can be earned while at Pacific. Note: Transfer student-athletes may have already met the maximum of eight activity units.



Attendance Policies and Missed Class Letter

Intercollegiate Athletics expects student-athletes to participate in all class activities and attend all classes unless previously excused for competition or other extenuating circumstances. Each team schedules its competition so that no student-athlete shall miss more than fifteen percent of scheduled classes in any single semester for athletics competition.

The Pacific Athletics Advisory Board developed and adopted the following attendance policy for student-athletes:

“Class attendance is extremely important to the academic development of all students at the university. As members of the university community, student-athletes are expected to attend all class meetings. During the off-season they have the same responsibilities and are bound by the same rules as any other student; during the playing season, they have a special responsibility to see that the only absences are those due to intercollegiate competition.”

At the beginning of every semester, each student-athlete receives an official letter developed by the Student-Athlete Services staff, which lists the dates of scheduled competition that will conflict with that student’s class sessions. *It is the student-athlete’s responsibility to present each of his or her professors with the appropriate letter and remind the professors of scheduled absences as they approach.* Student-athletes should make every effort to make up any work missed as a result of said absences. If, in the opinion of the instructor, the scheduled absences will interfere with the student-athlete’s ability to perform successfully in that course, he or she might be advised to drop the class.

If the class is required for the timely completion of the student’s degree and cannot be delayed, the Assistant Director of Athletics for Student-Athlete Services may assist in making arrangements for the student to have a reasonable opportunity to successfully complete the course.

It must be noted that if a student is attending all classes other than those missed for competition, faculty members will be more likely to be accommodating in the event of a problem or conflict. Attending classes will also make it much easier for students to maintain academic eligibility and graduate in a timely fashion. Keep in mind, a student-athlete may not miss class for practice.



Proctoring Exams/Quizzes and Scheduling Policy

Ethical academic conduct is an essential principle of the University of the Pacific and the National Collegiate Athletic Association (NCAA). All student-athletes must abide by university policy pertaining to academic integrity. In addition, NCAA bylaw (14.9) specifies that all student-athletes who participate in collegiate athletics, as well as institutional employees, are expected to conduct themselves with academic integrity at all times.

In the event that a student-athlete must miss an exam/quiz due to a university-sponsored event (i.e. team travel and/or competition), the student-athlete must follow the following procedure:

1. Student-athlete must notify their professor at least one week prior to the date of departure from campus. At the time of notification, the professor and student-athlete will discuss the following:
 - Rescheduling of the exam/quiz on campus prior to, or immediately upon return from team travel
 - Taking the exam/quiz on the road
2. If permission to take the exam/quiz on the road is granted, the student-athlete will fill out a Proctor Request Form with professor and the student-athlete must return the form to Student-Athlete Services immediately (72 hours before departure).
3. Student-Athlete Services will then coordinate exam/quiz retrieval, proctor personnel, exam/quiz return, and proctor request form verification.

IF EXAM/QUIZ IS TO BE TAKEN ON THE ROAD:

Criteria to identify an authorized proctor (will be determined by Student-Athlete Services Staff)

- Permissible Proctors: Athletics Administrator/Staff, Head/Assistant Coach, Faculty/Testing Center at Opposing Institution (Student-Athlete Services Staff will reach out to Academic staff at the opposing institution).
 - If Assistant Coach proctors exam/quiz, head coach must also sign off and verify.
- Impermissible Proctors: Under no circumstances can any of the following personnel proctor an exam/quiz-- Director of Operations, Video Coordinator, Graduate or Student Manager, Student Coach, Athletic Training Student, Volunteer Coach, or Student-Athlete.

Proctoring Policies

1. The exam/quiz must be taken in an isolated room with little-to-no distraction, unless approved in advance by Student-Athlete Services Staff.
2. Proctor should remain in the room, monitoring the student-athlete during the duration of the exam/quiz.
3. Only designated items approved by the professors will be allowed in the student's possession while taking exam/quiz. Proctor should hold any additional items until exam/quiz is completed (i.e. phone, iPad, backpack, notes, etc.).
4. Exam/quiz should always remain in a sealed envelope prior to time to give the exam/quiz.
5. Prior to administering the exam/quiz, proctor and student-athlete review Professor's instructions on Proctor Request Form and Proctoring Exam/Quizzes and Scheduling Policy.



6. Immediately following the exam/quiz, proctor and student-athlete will complete the Proctor Request Form found in the envelope with the exam/quiz, verifying strict adherence to the instructor's guidelines and proctor policy.
7. Proctor must return exam/quiz and completed Proctor Request Form in sealed envelope (provided with exam/quiz) to the Student-Athlete Services no later than 11am the next business day after returning to campus.
8. Student-Athlete Services will deliver exam/quiz and a copy of the Proctor Request Form to the professor. Original copy of the Proctor Request Form will be kept on file in Student-Athlete Services and Compliance.

PACIFIC ATHLETICS STUDENT-ATHLETE SERVICES - PROCTOR REQUEST FORM

Contingent upon approval of the professor, a student-athlete requests to take a regularly scheduled class quiz/exam while traveling away from campus for the purpose of engaging in intercollegiate athletic competition. The quiz/exam will be administered per [Proctoring Exams/Quizzes and Scheduling Policy](#) (see cover) and the professor's instructions (see below). The proctor and the student-athlete will verify compliance of signed upon procedures.

STUDENT AND COURSE INFORMATION (to be completed by Student-Athlete):

Student-Athlete Name: _____ ID#: _____ Symp: _____
 Course Title: _____ Course #/Section: _____ Professor: _____

TESTING INSTRUCTIONS (to be completed by Professor):

Length of Time allotted for the exam/quiz: _____ hour(s) and _____ minute(s)

Exams/Quiz Delivery (circle one):

- Professor will deliver to Student-Athlete Services Staff (by 4pm the business day prior to team departure)
- Professor will email to hsathleteservices@pacathletics.edu (by 4pm the business day prior to team departure)
- Student-Athlete Services Staff will pick up from professor

Exams/Quiz Return (circle one):

- Professor will pick up from Student-Athlete Services Staff
- Student-Athlete Services Staff will return to professor's office in sealed envelope
- Student-Athlete Services Staff will place in a sealed envelope in campus mail
- Other: _____

Do You Have a Preferred Date/Time for Administration of Exams/Quiz?: _____

Aid(s) Allowed During the Exam/Quiz (circle all that apply):

Notes Textbook Computer Internet Calculator Group Collaboration
 Scratch Paper None Other: _____

Special Restrictions for Exams/Quiz (to be completed by professor):

Professor Email: _____ Office #/Building: _____ Phone #: _____

Professor Signature: _____ Date: _____

STATEMENT OF COMPLIANCE (to be completed by Professor and Student-Athlete):

By my signature, I acknowledge I administered the exam/quiz in accordance to the specified instructions above and followed the [Proctoring Exams/Quizzes and Scheduling Policy](#) (see cover).

Professor Name & Title: _____ Professor Signature & Date: _____

Head Coach Signature: (only if Academic Coach Proctor) _____ Date: _____

By my signature, I acknowledge my exam/quiz was administered in accordance to the specified instructions above and followed the [Proctoring Exams/Quizzes and Scheduling Policy](#) (see cover). In addition, I completed my own work independently, honestly, and I have not collaborated with others about exam/quiz.

Student-Athlete Name: _____ Student-Athlete Signature & Date: _____

For Academic Athlete Services Staff Use Only

Student-Athlete Services Signature: _____ Date Exam/Quiz Received from Proctor: _____ Date/Time Location Exam/Quiz was Delivered to Professor: _____



Transfers

Transferring to Pacific:

If you have ever attended another two or four-year institution on a full-time basis, you are considered a transfer student under NCAA rules, even if you did not participate in athletics. Student-athletes who transfer from an NCAA institution must be entered in the NCAA Transfer Portal before a member of the athletic department staff or a representative of Pacific's athletics interests may communicate with them. The head coach and student-athlete must certify that no athletic staff member or other representative of Pacific's athletics interest (booster) communicated or made contact with the student-athlete or any individual associated with the student-athlete (e.g., family member, high school or club coach, advisor) directly or indirectly, before the student-athlete was entered into the NCAA Transfer Portal. Compliance staff must receive written permission to contact those who attended an NIAA institution prior to a coach communicating with the student-athlete.

Transferring From Pacific:

If a student-athlete is considering transferring from the University of the Pacific, he or she is required to complete the Notification of Transfer Form in ARMS and be entered into the NCAA Transfer Portal before speaking with other institutions, either directly or indirectly (through a family member, high school or club coach, advisor). It is recommended that the individual have a conversation with the head coach prior to submitting the Notification of Transfer Form in ARMS. Student-athletes must complete an NCAA educational module before the Compliance staff can enter the student-athlete into the NCAA Transfer Portal. The Compliance Office shall enter the student-athlete's information in the NCAA Transfer Portal within two business days of receipt of the Notification of Transfer Form or receipt of confirmation of the student-athlete's completion of the education module, whichever occurs later. Once the form is submitted, Pacific Athletics has the right to reduce or cancel the student-athlete's athletics financial at the conclusion of the academic term for any future terms (if applicable) for student-athletes who entered Pacific as freshmen or 2-year transfers. If the student-athlete provides notification of transfer between terms (winter break, summer break), Pacific Athletics has the right to reduce or cancel the student-athlete's athletics aid for future terms immediately for student-athletes who entered Pacific as freshmen or 2-year transfers.

In order to use the one-time transfer exception to be immediately eligible to compete at another NCAA Division I institution the following criteria must be met:

- (a) The student-athlete has not transferred previously from one four-year institution unless, in the previous transfer, the student-athlete used the discontinued/nonsponsored sport exception;
- (b) The student-athlete must leave Pacific eligible for competition in the next term, except that he or she is not required to have fulfilled the necessary percentage-of-degree requirements; and
- (c) The head coach and student-athlete must certify that no athletic staff member or other representative of the institution's athletics interest (booster) at the new school communicated or made contact with the student-athlete or any individual associated with the student-athlete (e.g., family member, high school or club coach, advisor) directly or indirectly, before the student-athlete was entered into the NCAA Transfer Portal.



In addition, the student-athlete may only provide written notification of transfer to the University of the Pacific during the following time periods to use the one-time transfer exception:

Sport	Fall Window to Enter the Transfer Portal (For Those Transferring as an Undergraduate)	Spring Window to Enter the Transfer Portal For Those Transferring as an Undergraduate)	Deadline to Enter the Transfer Portal for Those Transferring as a Graduate Student (Can Enter the Portal at Any Time)
Fall Sports (Cross Country, Soccer (M/W), Volleyball, Men's Water Polo)	45 consecutive-day period beginning the day after the championship selections are made in the sport*	May 1-15	May 1st
Winter Sports (Basketball (M/W), Swimming (M/W))	None	60 consecutive-day period beginning the day after the championship selections are made in the sport*	May 1st
Spring Sports (Baseball, Beach Volleyball, Golf, Softball, Tennis (M/W), Track & Field, Women's Water Polo)	December 1-15	45 consecutive-day period beginning the day after the championship selections are made in the sport*	July 1st

*These periods are sport specific and will change each year. Please confirm your sports specific dates with the Compliance Office.

- If you have not submitted the Notification of Transfer Form by the appropriate date, you are not eligible to use the one-time transfer exception and will be required to serve a transfer year in residence and will not be able to compete in your first year at the new institution, unless you qualify for another transfer exception.

There are exceptions that allow a student-athlete who participates in a fall or winter sport to use the one-time transfer exception if they enter the portal between May 1st and July 1st only if their athletic aid is reduced, canceled or not renewed for specific reasons, or if their head coach departs or announces their departure from the institution.

While a midyear transfer student-athlete is not required to have provided notification of transfer to the institution by the notification deadline in the previous academic year to use the one-time transfer exception, there are some other restrictions to be aware of. A student-athlete cannot participate in competition that could be used for NCAA Championship qualification or consideration at two institutions in the same academic year. This would apply to sports such as golf, swimming and tennis where competition in the fall can be used for NCAA Championship qualification or consideration. Baseball and basketball student-athletes who transfer midyear are not eligible for competition until the next academic year. Tennis student-athletes who received athletic aid in the first term and transfer midyear, are not eligible for competition at the next institution in the same academic year, even if they did not compete in the fall.

In order to receive athletic aid during the student-athlete's first year at their new institution, they must have been academically eligible to compete at Pacific during the next academic term had they remained at Pacific. Therefore, they must be meeting GPA, unit, and progress-toward-degree percentage requirements (if applicable).



A student-athlete should inform the Compliance Office if an athletics staff member or representative of another institution's athletics interests directly or indirectly contacts them prior to him or her being listed in the NCAA Transfer Portal, as an NCAA violation has occurred which could impact the student-athlete's eligibility. Should an institution improperly contact the student-athlete, he or she is expected to notify Compliance staff and cooperate with an investigation of these circumstances.

Access to departmental services may be limited or canceled once the Notification of Transfer Form is submitted. Any questions regarding this process or other NCAA transfer rules should be directed to the Compliance staff.

Faculty Athletics Representative

The Faculty Athletics Representative (FAR) is a member of the faculty who is designated to represent the University and the faculty in relationships with the NCAA and the conference offices. The FAR is also a link between Intercollegiate Athletics and the faculty in addition to the link provided by the Athletics Advisory Board. Pacific's FAR is Bálint Sztáray from the College of the Pacific. He is available to meet with any student-athlete regarding issues of concern, academic or otherwise, and is a good resource both because of his experience and because his position does not report to Intercollegiate Athletics.

Bálint Sztáray can be reached at 209-946-2654 or via email at far@pacific.edu.

Faculty Advisors

Every student at Pacific is assigned a faculty advisor to act as that student's primary resource for all academic policy, course selection, and academic major questions. Students should meet in person with their faculty advisors before registering for courses each semester to plan for the next term. It is important to keep in mind that not all Pacific courses count towards NCAA eligibility requirements.

The benefit of such a system is that a student can build a close personal relationship with a member of the faculty while planning his or her academic progress.

Meeting with a faculty advisor can be instrumental in preventing problems later on (e.g., earning enough credits for graduation, completing the appropriate prerequisite courses, etc.). Students should be prepared when meeting with their advisors and have enough information on requirements to ensure as few mistakes and delays to graduation as possible. Student-athletes should be aware of practice times and usual competition dates to avoid scheduling classes that will conflict with those responsibilities (if possible). Student-Athletes will work with Student-Athlete Services staff regarding NCAA eligibility concerns.





Academic Monitoring

Student-athletes, at a team meeting at least once per academic year, are advised/reminded of requirements for continued eligibility and any changes in University and NCAA academic regulations or requirements. During each semester, all student-athletes' progress is monitored on a regular basis with concerns reported to the coach and student-athlete.

Student-athletes participate in the same advising, preregistration, and registration processes as all other students. Student-athletes may be advised to make changes in their academic programs by Student-Athlete Services staff with permission of the student-athlete's faculty advisor.

Grade Checks are sent out to Professors the sixth week of each semester. Students and coaches will be contacted if concerns arise. A student-athlete's academic difficulty may be addressed by the student-athlete's conferencing with the instructor, the Assistant Director of Athletics for Student-Athlete Services, the Senior Associate Director of Athletics for Student-Athlete Services and Compliance or some combination thereof. The Director of Athletics may be brought into the discussion at any point in time as deemed appropriate. Signed behavioral contracts between the student and Intercollegiate Athletics may be developed as needed to ensure understanding of expectations and possible consequences.

Tutoring Services/Writing Center

Tutoring services are available to all student-athletes. Student-athletes requesting assistance are directed to the General Academic Tutoring Center (GATC), and/or Student Writing Center. If the necessary tutor is not available, Intercollegiate Athletics will seek to hire one. If a student-athlete misses 3 tutoring sessions without giving 24 hour notice, tutoring services may be suspended or canceled. Double study hall credit will be given to students using tutoring through the General Academic Tutoring Center, and Student Writing Center. Study skills sessions are also available through the Student-Athlete Services staff to assist students in such areas as time management, as well as test and note taking skills.

Athletics Study Hall

Athletics study hall is available to all student-athletes and is useful in developing time management skills and providing a quiet place to study in the Intercollegiate Athletics building (Cedric and June Dempsey Center for Academic Excellence), and 2nd floor of the William Knox Holt Library.

Student-Athlete Services provides supervised study hall hours for all student-athletes. All first semester freshmen student-athletes have mandatory 5 hours in the fall semester. Additionally, student-athletes may attend on their own as necessary throughout their collegiate experience, or the coach may require attendance. During study hall hours student-athletes are encouraged to participate in the many services offered on campus including visiting with tutors in the GATC, or the academic staff member assigned to your sport. Study hall attendance is monitored and reported to all coaches at the end of each week.

Study hall hours must be completed weekly by noon on Friday.



Locations/Hours of Operation: The study hall hours week is defined as Sunday at 6pm to Friday at noon. The following are the two locations in which Athletics study hall takes place:

The Cedric and June Dempsey Center for Academic Excellence in the Pacific Intercollegiate Athletics Center has been designed to meet the academic needs of student-athletes. The center is filled with study areas, assorted reference materials, study hall monitors, mentors, tutors, and computers. The computers in the center are for academic and research purposes only. The center is open for study hall Monday-Thursday: 8:00am-5:00pm and Friday: 8:00am-12:00pm.

The 2nd floor of the William Knox Holt Library is home to a wide range of academic resources such as the General Academic Tutoring Center (GATC), Student Writing Center (SWC), and Academic Support Librarians. Library study hall is open from Sunday-Thursday: 6:00pm-9:00pm.

Study Hall Outside Hours:

Student-athletes may complete some of their study hall hours outside of the designated study hall times and places. Permissible options include tutoring sessions, extra lab work, team study hall, Student Writing Center, TA sessions, Supplemental Instruction, etc. Such hours must be approved by the Student-Athlete Services Staff and the hours must be accounted for by a tutor, professor, or coach as appropriate. Any outside hour forms are due by noon on Friday by giving them to the Student-Athlete Services Staff.

Rules and Regulations: Student-athletes assigned to athletics study hall must sign in and out on the designated study hall computers to earn credit for their hours. Student-athletes are to be prepared (books, pens, paper, etc.) to study for a minimum of 30 minutes and a maximum of 2.5 hours and provide their own study materials (i.e., books, paper, pencils, calculators, etc), or use one of the computers in study hall. Study hall is a quiet place to study and learn. Student-athletes should have cellular phones on silent while in study hall. If an athletics staff member or study hall monitor finds a student-athlete off-task, their hours for what week will start over at 0 hours (whether you are in the athletic study hall or the library). Additionally, student-athletes who sign in, leave, and return only to sign out will start over at 0 hours for the week. Violators of any study hall rules and guidelines will be required to leave study hall and will start over at 0 hours. Student-athletes must also be signed out of study hall for at least 30 minutes before signing back in. Additional policies and procedures for signing in and out and keeping track of attendance are explained at the team academic meeting.

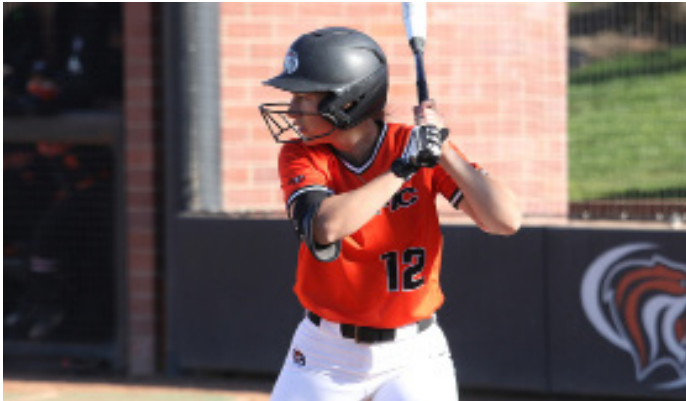
Student-athletes may be excused from mandatory Study Hall hours only by the Assistant Director of Athletics for Student-Athlete Services. It is the responsibility of the student-athlete to provide the Assistant Director of Athletics for Student-Athlete Services with a schedule of dates when the student will miss Study Hall sessions due to Athletics travel or competition. Information concerning Study Hall attendance is conveyed to the appropriate coaching staff weekly. Consequences for missed Study Hall sessions are the prerogative of the head coach in consultation with the Assistant Director of Athletics for Student-Athlete Services. Repeated absences or a pattern of irresponsibility concerning the student's commitment to Athletics Study Hall sessions will result in direct consequences assigned by the Senior Associate Director of Athletics for Student-Athlete Services and Compliance, the Assistant Director of Athletics for Student-Athlete Services, and the head coach.



Book Loan Program

The Book Loan Program is available to some scholarship student-athletes as part of their athletics aid package and is designed to meet course textbook needs. The Department of Intercollegiate Athletics provides the list of book scholarship student-athletes to the Bookstore for textbook distribution during scheduled times at the beginning of each semester. Student-athletes will receive an email with instructions prior to each semester. Student-athletes will be required to provide an active credit card to hold the books only. The credit card will not be charged unless the books are not returned by the deadline. Only required textbooks are allowed to be provided through this process. Student-athletes may request assistance with the purchase of recommended textbooks by speaking with a member of the Student-Athlete Services staff.

A student-athlete who wishes to purchase a book for his or her own personal library may do so by paying the Bookstore directly for the cost of the book. All books must be returned in good condition to the Bookstore after their course final has ended or the end of finals week. Student-athletes are responsible for repayment based on the full purchase price and any other fees and fines that are accumulated if the books are not returned by the deadline. If a student-athlete does not return their books by the deadline, the credit card they provided to the Bookstore at the beginning of the semester will be charged in full.





Sportsmanship/Sportsmanlike Conduct

“It is the responsibility of each member to conduct its athletics program in a manner that promotes the ideals of higher education, human development and the integrity of intercollegiate athletics. All individuals associated with intercollegiate athletics programs and events should adhere to such fundamental values as respect, fairness, civility, honesty, responsibility, academic integrity, ethical conduct, and the rules of their conference. (NCAA Constitution, Article 1, Principle of Integrity and Sportsmanship)

Sportsmanlike conduct is conduct becoming to one participating in a sport, such as fairness, respect for one’s opponent, and graciousness in winning or losing. Such conduct would include dealing in a positive manner with the following situations that could arise in the context of athletics participation:

- Communicating calmly with officials and opponents on routine matters during athletics events;
- Maintaining control during emotionally charged situations, including assisting a teammate or colleague who appears to be losing control;
- Reacting in a positive manner to an aggressive action by an individual or group;
- Refraining from the use of obscene or otherwise inappropriate language or gestures;
- Not making public statements which are negative, controversial, or otherwise outside Intercollegiate Athletics’ media policy; and
- Avoiding participation in any action that violates the generally recognized ethical standards of Intercollegiate Athletics, the University or the community.

Social Demonstration Guidelines

Pacific Athletics supports the right to make a social or political demonstration; however, in order to ensure safety and proper game protocol, the following guidelines should be adhered to:

- Demonstration must be respectful of all parties;
- Demonstration must not delay or interfere with game protocols;
- Uniforms can not be altered without advance approval from administration;
- Head coach should be notified 24 hours prior to the demonstration so that communication can be shared with game management staff, public safety, and opposing team.



Hazing and Team Initiation

Pacific Intercollegiate Athletics does not condone and will not tolerate hazing of any sort. Student-athletes and coaches will be held accountable for any acts of hazing committed by a team or team members.

Hazing is defined as any behavior that is physically, emotionally, or psychologically abusive to an individual or selected group of individuals, for the purpose of gaining entrance or acceptance into an established group. A student-athlete's "choice" or consent to participate in hazing activities is not a defense. Hazing does not build team unity, and just because something has always been done that way does not make it right.

Examples of hazing activity include but are not limited to head shaving, pressuring others to engage in binge drinking, requiring others to wear embarrassing clothing and/or perform in front of a group, and other activities designed to single out a particular group of students and treat them differently than everyone else for the purpose of belonging/initiation to a larger group or team.

California law makes it a criminal offense for anyone to participate in hazing. The law and its supporting University regulations are based on the proposition that all students are entitled to be treated with consideration and respect. No individual subject to the jurisdiction of the University shall perform an act that is likely to cause physical, psychological, or social harm to any other person within the University community. Consent is not a defense.

Student-athletes should conduct themselves with pride, respecting individual differences. Taking initiative and responsibility for eliminating hazing activities and "traditions" and developing positive team-building traditions are the keys to success.

If you have any questions about whether an activity would violate California state law or Pacific policy, please ask first! If you want to report any issues, please contact the Senior Associate Director of Athletics for Student-Athletes Services and Compliance to report anonymously.





Notice of Nondiscrimination

The University of the Pacific does not discriminate on the basis of race, color, religion, national origin, ancestry, age, genetic information, sex/gender, marital status, veteran status, sexual orientation, medical condition, pregnancy, gender identity, gender expression, or mental or physical disability. In compliance with all applicable laws, all educational services will be provided and all employment decisions will be made without regard to the individual's status protected by law.

This notice is given pursuant to the requirements of Title IX of the Educational Amendments of 1972, Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 and amendments and other laws, orders and regulations governing discrimination. Any questions or concerns should be referred to the Senior Associate Director of Athletics for Student-Athlete Services and Compliance.

Bias and Discriminatory Harassment Policy

Acts of Bias

Bias incidents are acts of conduct, speech, or expression that target individuals and groups based on age, citizenship, disability, ethnicity, gender identity or expression, geographic origin, language, marital status, nationality, race, religion, sexual orientation, or socioeconomic status.

Bias incidents may violate the student conduct code, and other University policies or laws, while other acts of bias may be considered protected speech or expression. Pacific protects free expression of ideas, even if they are unpopular, because this is vital in promoting learning in an educational setting. Freedom of speech can sometimes protect controversial ideas and sometimes even offensive and hurtful language; however, it does not protect personal threats, discriminatory conduct or other acts of misconduct that violate the Student Code of Conduct, other University policies, or relevant federal, state, and local laws.

Acts of Discrimination, Harassment and Discriminatory Harassment

The University prohibits acts of Discrimination, Harassment and Discriminatory Harassment by and against members of the Pacific Community such as faculty, staff, and students, including hostile behavior that is engaged in on the basis of a person's race, color, national origin, ancestry, sex (gender), sexual orientation, age, religion, religious creed, physical or mental disability, medical condition, marital status, military status, citizenship status, and other status protected by law.

University policies exist for employee-to-employee, employee-to-student and student-to-student harassment. Any questions or concerns regarding the above policies or the actions of an individual should be brought to the Senior Associate Director of Athletics for Student-Athlete Services and Compliance.



Sexual Misconduct

The University of the Pacific and Pacific Athletics will not tolerate acts of sexual misconduct in any form, including sexual harassment, sexual assault or abuse, dating or domestic violence, stalking, and any form of non-consensual sexual contact. Any act that falls within the definition of sexual misconduct constitutes a violation of university policy. Please refer to the full [policy](#). Violations of the Sexual Misconduct Policy may result in dismissal or suspension from the University and/or dismissal or suspension from participating in intercollegiate athletics.

If you or someone you know has been a victim of sexual misconduct, you are encouraged to seek assistance from one or more of the following resources:

- Department of Public Safety - 209-946-3911
- Title IX Coordinator - 209-946-7700 or toll free 888-383-2765 (available 24 hours)
- Pacific Student Victim Advocate - 209-403-0250 (available 24 hours)
- Counseling and Psychological Services -
 - 209-946-2315 ext. 2 - During Business Hours
 - 209-946-2315 ext. 3 - Outside Business Hours
- Residence Director On-Call - 209-401-9854
- Greek Residence Director On-Call - 209-479-6014
- Women's Center of San Joaquin County, which serves males as well as females, has 24-hour rape crisis advocate who can offer assistance - 209-465-4997

Medical Attention - The student should seek immediate medical attention at San Joaquin County General Hospital (209-468-6000) ASAP or within 72 hours of the assault. The medical exam includes checking for injuries, screening for sexually transmitted infections, gathering evidence, providing medications with follow-up care, and preserving a legal chain of command of the evidence. Evidence collected during the exam will be preserved in the event the student decides at a later point to press charges. Filing a police report at the hospital will ensure the student is not charged for any treatment. The student may ask for an advocate from either the Women's Center of San Joaquin County (209-465-4997) or the University's Victim Advocate (209-403.0250) to offer support at the hospital (both are confidential). Cowell Wellness Center is available to provide follow-up non-evidentiary medical tests and medication (209-946-2315 x1). We encourage you to seek medical attention whether or not you wish to file/pursue criminal charges.

Preserving Evidence - Students should attempt to preserve evidence at the scene in the following ways: leave the scene undisturbed to allow professionals to collect the evidence; if not able to leave the scene undisturbed the student may collect bedding and/or other loose fabric in the immediate area of the assault which should be stored in a paper bag for evidence; if a prophylactic device of any type was used and remains at the scene of the incident, the student should attempt to retrieve it and/or any other debris and preserve it in a paper bag (not plastic); the student should not bathe, urinate, douche, brush his/her teeth, drink liquids or change clothing before seeking medical attention at a hospital; if the student has already changed clothes, she/he should bring all the original clothing to the hospital in a paper bag; all evidentiary materials should be placed in separate bags to prevent cross contamination of evidence. Plastic bags damage evidence.

University Reporting - Pacific takes incidents of sexual misconduct very seriously and encourages students to report all incidents. Students are free to report instances of sexual misconduct to the University regardless of whether or not they choose to press formal charges with law enforcement.

Anonymous and formal report processes are available. Any of the above contacts can provide more information on reporting.



In all situations, Pacific's goal is to treat all complainants (alleged victims) with sensitivity and fairness while also ensuring that the respondent (alleged perpetrator) receives appropriate due process. Both the complainant and the respondent are entitled to a support person throughout the reporting, investigation and hearing process.

If a student discusses the incident with a University staff, or faculty member, with the exception of therapists from Counseling Services and the Student Victim Advocate, who are confidential resources, the staff member or faculty member must contact the Title IX Coordinator to file an Anonymous Report of sexual misconduct. Public safety will be informed that an incident occurred on campus in order to comply with the Clery Act.

University Support

Title IX Coordinator: (209-946-7700 or 1-888-383-2765). Can discuss options for reporting and support and interim measures such as no contact orders, academic and housing accommodations, and options for resolving cases involving sexual misconduct including sexual assault, sexual harassment, dating or domestic violence or stalking.

Student Victim Advocate: (209-403-0250). Trained to support and assist any student who has experienced a sexual assault, harassment, or crime, the Student Victim Advocate can explain options regarding medical care, academic concerns, housing, counseling, student conduct process, and filing a report. The Student Victim Advocate is a confidential resource.

Reassignment of Rooms and Classes: When a student alleging a sexual assault or sexual harassment and the accused attend the same class or reside in the same campus residence or in close proximity to one another, the student may make a request through the Student Victim Advocate or Title IX Coordinator for consideration of immediate reassignment. The Student Victim Advocate or Title IX Coordinator will consult with the appropriate areas and request that changes be made if possible regarding class changes. A safe room is available on a temporary basis through the Student Victim Advocate.

Senior Associate Director of Athletics: The Senior Associate Director of Athletics for Student-Athlete Services and Compliance can also be a resource in this area. Please reach out to her if you have any questions.

Education and Counseling: The University of the Pacific offers educational programming to students, faculty, and staff on sexual assault and sexual harassment. The University provides medical treatment and counseling to students who may have been the victim of sexual misconduct. Portions of this policy have been written or revised by the National Center for Higher Education Risk Management (NCHERM), and are used with permission. www.ncherp.org

NCAA Policy on Campus Sexual Violence

The NCAA has implemented a new [policy](#) regarding campus sexual violence. In order to comply with this NCAA rule, continuing, and new student-athletes (freshman and transfers) are required to disclose whether or not they have been found responsible through a Title IX proceeding or in a criminal conviction for sexual, interpersonal or other acts of violence. All students must complete the "Serious Misconduct Attestation Form" in ARMS. Incoming freshmen and transfer students must also complete the "Request for Information from Prior Institution Form". Transfer students must also disclose where a Title XI proceeding was incomplete at the time of transfer. For questions regarding the NCAA policy and our process, please contact the compliance staff or the university's Title IX coordinator.



Athletics Staff/Student-Athlete Amorous Relationships

Purpose

The purposes of this policy are: (1) to provide a safe and healthy environment for student-athletes so that they may reach their potential as student-athletes; and (2) to ensure that all coaches and other athletic department staff adhere to ethical practices and do not develop inappropriate relationships with student-athletes, regardless of their age or consent.

Definitions

Coach: Any person working as a head coach, associate/assistant coach, graduate assistant coach, intern coach, or volunteer coach in the athletics department.

Staff: Any employee, student-tutor, student-trainer, student-mentor or paid intern working in or for the athletics department in an administrative, management, or support capacity, or in any capacity in which they have “supervisory control” over student-athletes or have responsibility for the provision of services or other benefits to student-athletes.

Supervisory control: 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-athlete, such as: training, playing time, health services, academic and student life program support, tutoring, counseling, eligibility determination, program compliance, and control over the student-athlete’s team.

Student-Athlete: Any student who is a member of a varsity athletics team as defined by Pacific and/or NCAA regulations. This policy also applies to any member of the Pacific Tiger Dancers, and non-Pacific student-athletes (high school, club, junior college or university level) with who a coach or staff member may come into contact during Pacific or non-Pacific training, camps, lessons or in any other capacity.

Amorous relationship: Any sexual, romantic, intimate, or dating relationship.

Scope and Policy Requirements

This policy strictly prohibits amorous relationships between any coach or staff member and any student-athlete. Every coach and staff member has an ethical obligation to maintain a professional relationship with student-athletes and to place the well-being of the student-athletes ahead of the coach’s or staff member’s personal interests. This responsibility includes the duty to provide a safe and healthy environment for the student-athlete to flourish and to serve as a role model within the confines of a professional relationship. As a result, no amorous relationship between a coach or staff member and a student-athlete can exist without jeopardizing the professionalism of the relationship with the student. The respect and trust the student-athlete places in a coach and athletics staff, and the vulnerability of the student-athlete in that relationship, make “consent” unreliable and therefore irrelevant in this setting. Conflicts of interest are endemic to amorous relationships between coaches or athletics staff and student-athletes, and the costs to the athlete, the team, the athletics program, and the University, necessitate a strict prohibition of amorous relationships between coaches or athletics staff and student-athletes.



Even when the coach or athletics' staff member has no direct professional responsibility for that student-athlete, other student-athletes may perceive that the student-athlete who has an amorous relationship with a coach or staff member may receive preferential treatment from the coach or staff member and/or their colleagues. Such relationships are incompatible with the ethical obligations of coaches and staff members and the integrity of the athletics program. Accordingly, the prohibition applies to relationships between all coaches or staff members and all student-athletes.

The prohibition of amorous relationships shall remain in effect for one full year after the end of the final academic year in which the student-athlete was a participant on a team, or in a program, training, or camp.

Enforcement

Reporting a Violation: Any person may allege a violation of this policy by contacting the Senior Associate Director of Athletics for Student-Athlete Services and Compliance or the Deputy Director of Athletics/Chief Operating Officer. Or if the person does not feel comfortable making the report to a person within the athletics department, to the Title IX Coordinator. Any coach, staff member or student with information suggesting a possible violation of this policy must promptly report it, and failure to do so will be considered a violation of athletics department policy.

Investigation: Upon receipt of a report the University will immediately undertake an investigation as outlined in the University's Policy Prohibiting Sexual Misconduct Discrimination and Retaliation.

Disciplinary Action: If Pacific determines that a coach or staff member has violated this policy, the coach or staff member shall be subject to disciplinary action, up to and including termination. Student-athletes found to have engaged in a relationship which violates this policy generally will not be subject to disciplinary action given the power imbalance inherent in amorous relations with student-athletes.

Confidentiality: Complaints, reports, and information related to possible violations of this policy shall be handled as confidentially as possible without jeopardizing the enforcement of this policy and the University's Policy Prohibiting Sexual Misconduct, Discrimination and Retaliation. Information received in connection with a suspected violation of this policy shall be disseminated only on a "need to know" basis; this is, only when necessary to ensure compliance with the policy and/or to ensure the safety of student-athletes or others who come in contact with the athletics program.

Retaliation: Any retaliation for reporting a violation of this policy, or for participating in good faith in any investigation of a violation of this policy, is strictly prohibited. Any persons taking retaliatory action in violation of this policy shall themselves be subject to discipline, up to and including dismissal. Retaliation occurs when an individual (staff member, employee, student or intern) suffers an adverse consequence because they exercised a right protected by Pacific. Protected rights include making complaints and participating in investigations. Adverse consequences include employment actions, such as demotion or discipline, as well as negative treatment of students (threats or intimidation) or loss of student/athletic privileges.

Exceptions: Nothing in this policy prevents student-athletes from dating one another or other students not affiliated with Pacific's athletics programs.



University of the Pacific Honor Code and Academic Honesty

The Honor Code at the University of the Pacific calls upon each student to exhibit a high degree of maturity, responsibility, and personal integrity. Students are expected to:

- Act honestly in all matters;
- Actively encourage academic integrity;
- Discourage any form of cheating or dishonesty by others; and
- Inform the instructor and appropriate University administrator if a student has a reasonable and good faith belief and substantial evidence that a violation of the Honor Code has occurred.

Conduct in conflict with the Honor Code includes, but is not limited to:

Cheating: Cheating is the willful giving or receiving of an unauthorized or dishonest advantage to/from another. Cheating may be accomplished by any means whatsoever, including, but not limited to, the following: fraud, duress, deception, theft, talking, signs, and gestures. Attempted cheating is also considered cheating. Examples of cheating include, but are not limited to:

- Use of resources not authorized by the instructor or readily available to all students in the course, including past exams, for the completion of an assignment or to study for an exam.
- Copying graded assignments from another student or giving one's work to be copied or used by another student.
- Selling work from a course completed at Pacific for money or "credit" or purchase of coursework or other unauthorized assistance from an online source.
- Working together on an assignment when not specifically permitted by the instructor.
- Looking at another student's paper during an examination, allowing a student to look at one's paper, or giving answers to another during an examination.
- Looking at text or notes during an examination when not specifically permitted by the instructor.
- Doing homework, taking an exam, writing a paper, or doing any other coursework for another student or allowing another person to do it for you, when not specifically permitted by the instructor.
- Using any technological/communication tool not authorized by the instructor during an exam.
- Engaging in behavior specifically prohibited by an instructor during class discussions, in the course syllabus, or via other course specific communication means or tools.

Plagiarism: Presenting as one's own, the work or the opinions of someone else without proper acknowledgement. Plagiarism includes, but is not limited to:

- Failing to give credit for ideas, statements of facts, or conclusions derived by another author; failure to use quotation marks when quoting directly from another, whether it is a paragraph, a sentence, or part thereof; failure to cite properly the work of another person.
- Submitting an assignment purchased or obtained from a "research" or term paper service.
- Submitting an assignment, whole or in part, obtained from an internet or other unauthorized resource.
- Giving a speech or oral presentation written by another and claiming it as one's own work.

Other Academic Dishonesty: Other forms of academic dishonesty include, but are not limited to:

- Planning with one or more students to commit any form of academic dishonesty.
- Lying to an instructor or providing any misrepresentation of information in order to receive any academic advantage or accommodation.



- Submitting papers or speeches for credit that are substantially the same in two or more classes without prior written approval of the instructors involved.
- Removing tests from the classroom without approval of the instructor, or misappropriating any portion of a test, either physically or electronically.
- Altering answers on a scored test or any graded work and submitting it for a higher grade without explicitly articulating the alterations made.

Honor Code Jurisdiction & Sanctioning

- Tiger Lore lists the range of sanctions for violations of the Student Code of Conduct.
- Jurisdiction for Honor Code violations includes behavior engaged in while a student is attending any study abroad program in which the student will receive credit towards a degree awarded by University of the Pacific.
- Instructors may impose academic sanctions (e.g. failing grade for the exam or course) in addition to those sanctions listed in Tiger Lore. Refer to the course syllabus for details.
- A student found responsible for a violation of the Honor Code resulting in suspension or dismissal from the University will receive a grade determined by the faculty for the course in which the violation occurred and be withdrawn from all other courses.
- In the case of suspension or dismissal, a notation of the sanction imposed will appear on the student's transcript.

See University of the Pacific Tiger Lore for entire student handbook.

NCAA Academic Integrity Guidelines

The University of the Pacific values academic integrity and per NCAA Bylaws there is an expectation that all institutional staff members and student-athletes will act with honesty and integrity in all academic matters. Academic misconduct and impermissible academic assistance can result in an NCAA Violation as well as University sanctions.

Current and prospective student-athletes may use the following resources to assist with their coursework:

- The instructor
- Academic assistance made available to all students (General Academic Tutoring Center, Writing Center for those enrolled at classes at Pacific)
- Resources made available by the professor to all members of the class (study sessions, etc.)
- Student-Athlete Services Staff, including tutors and mentors, for coursework being taken at Pacific, providing it is not being used to meet initial or transfer eligibility requirements.

Impermissible academic assistance by a current or former institutional staff member, including professors, or athletics boosters includes providing or arranging: substantial assistance that is not generally available to all students at Pacific and is not otherwise authorized by NCAA Bylaws, or an 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 Pacific students. Examples of impermissible academic assistance include, but are not limited to: the provision of previous coursework for the student-athlete's benefit, assistance with any part of coursework completion, professors granting an opportunity to receive extra credit when it is not provided to other students, or giving credit for an assignment that a student-athlete did not complete.



NCAA Bylaws prohibit a current or former institutional staff members, including professors, or athletics boosters from providing impermissible academic assistance to current student-athletes. The NCAA Bylaws state that a student-athlete cannot be involved in academic misconduct involving a current or former institutional staff member or booster, or academic misconduct, without the involvement of a current or former institutional staff member or booster, that results in a student-athlete being erroneously declared eligible for competition or financial aid and then competing or receiving aid while ineligible to do so.

It is not permissible for Pacific to pay tuition or provide academic expenses (e.g., tutoring, test preparation) to assist a prospective student-athlete in completing initial eligibility or transfer eligibility requirements or in improving the prospect's academic profile in conjunction with a waiver request. NCAA bylaws prohibit prospective student-athletes, student-athletes, current or former institutional staff members or athletic boosters from arranging for a false or inaccurate academic record (e.g. courses, grades, credit, transcripts, test scores) for a prospective student-athlete, or providing false, inaccurate or incomplete information to the NCAA or Pacific regarding a prospective student-athlete's academic record.

Therefore, in order to prevent an academic misconduct violation, current and prospective student-athletes may not receive any academic assistance from any member of the Athletic Department staff other than the Student-Athlete Services Staff when permissible. Student-athletes are expected to adhere to the University Honor Code and submit their own work. Student-athletes cannot receive any academic assistance from any member of the coaching staff, other athletic department staff members (including students), or boosters. Academic assistance would include tutoring, proofreading/editing or other assistance with papers or assignments or advocating with professors on the current or prospective student-athlete's behalf. In addition, current and prospective student-athletes may not receive any academic assistance from the University of the Pacific Athletics Staff for coursework being taken at another institution. It is also prohibited for Pacific to pay for a current or prospective student-athlete to take coursework at another institution or to pay for CPCE units at Pacific.

Team Rules

Student-athletes are expected to adhere to team rules as provided by the head coach and Intercollegiate Athletics. Team rules may be stricter than general program rules. Within Intercollegiate Athletics, all decisions directly related to individual and team performance (e.g., playing time, position, amount of athletically-related financial aid, traveling squad roster), are the province of the head coach, and such decisions are final.

Responding to Emergencies

In the event of a medical emergency, it is important that a University official be notified, after responding with the appropriate medical attention (calling 911, housing staff, athletic trainer). No matter how damaging the situation may be to a team's activities and its future status with the department, remember that the health and safety of your teammate is, and should be, more important than a possible Intercollegiate Athletics or University response. Do not risk the health of a team member because you think your team's status is at risk or that it is more important. It isn't. Failure to respond quickly and honestly could lead to serious injury or even death.

In the event of an emergency, team members should do the following:

- Call appropriate emergency services by dialing 911. Never attempt to move or transport a victim yourself.
- If the emergency occurs in on-campus housing, immediately notify your resident director.
- Notify your athletic trainer and head coach of the situation.



Criminal Activity

Pacific Athletics does not condone any criminal behavior. Student-athletes arrested for and/or convicted of crimes may be suspended pending review by the Head Coach, Director of Athletics and Senior Associate Director of Athletics for Student-Athlete Services and Compliance. Pacific Athletics has no authority to overturn University dismissals. In cases of lesser University punishment, the student-athlete's continued privilege of Intercollegiate Athletics participation will be reviewed.

If a student-athlete is arrested or transported, he or she must call his or her coach as soon as possible. The coach will contact the Senior Associate Director of Athletics for Student-Athlete Services and Compliance. If a student-athlete violates a local, state, or federal law and the misconduct involves a violent action, drugs and/or a felony charge, the student-athlete may be suspended from participation in Intercollegiate Athletics until the charges have been addressed by the legal system.

When such action is taken, the student-athlete is given written notification of the suspension, signed by the respective Head Coach, the Director of Athletics, and the Senior Associate Director of Athletics for Student-Athlete Services and Compliance. A determination regarding further action by Intercollegiate Athletics and the University will be made on a case-by-case basis once the charge has been resolved through the legal system.

While suspended, a student-athlete may not practice or compete, and his or her continued receipt of athletics aid and use of student-athlete support services, such as the weight and training rooms, and academic support services, will be determined on a case-by-case basis.

University, Conference, and NCAA Violations

Any student-athlete conduct violation should be reported immediately to the Senior Associate Director of Athletics for Student-Athlete Services and Compliance, who with the Director of Athletics are responsible for determining and enforcing sanctions for conduct violations as well as reporting said violations to the proper body.

Additionally, violations of the University's rules of conduct are reported to the Vice President for Student Life or the Office of Student Conduct and Community Standards. Violations of NCAA or Conference rules are reported by the Compliance Office to the NCAA and/or Conference Office.

If a student-athlete is found to be in violation of University, conference, or NCAA policy, the penalty imposed will depend upon the severity of the offense. Penalties may include the following:

- Probation;
- Suspension for one or more contests;
- Dismissal from the squad;
- Cancellation or gradation of athletics grant-in-aid; or
- Dismissal from the University.





Pacific Student-Athlete Advisory Committee (PSAAC)

The Pacific Student-Athlete Advisory Committee was formed to:

- Strive to develop champions for life through leadership, school involvement, academic support, and community outreach.
- Establish and maintain open channels of communication with all student-athletes and administration in order to appropriately express any issues of concern relevant to student-athletes;
- Develop and promote an environment that is inclusive and respectful of diverse cultures, beliefs and backgrounds;
- Provide student-athletes the opportunity to contribute to the betterment of the University and the Stockton community as a whole in the hope they will use their athletic abilities to enhance the lives of others as well as themselves;
- Educate student-athletes about rights and regulations that pertain to them in accordance with Conference and NCAA guidelines.

PSAAC has two voting representatives from each of the intercollegiate teams. All student-athletes are welcome to attend open committee meetings and should contact a representative with interest or inquiries. At the meetings, representatives discuss matters affecting student-athlete life and welfare, learn more about NCAA and Conference rules, and plan events. The Assistant Athletic Director for Student-Athlete Services serves as the staff advisor to the Council.

Community Service/Outreach Program

Intercollegiate Athletics has its own community service and outreach program for giving back to the community. A major focus of PSAAC is organizing community service and outreach projects and coordinating student-athlete involvement in those events. They address issues of student-athlete welfare and are committed to providing public service and improving the quality of life in local communities. PSAAC is instrumental in organizing annual Athletics participation in Rotary Read-In and Adopt-A-Family program.

Staff Advisor

Taylor Wright

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Pacific Student-Athlete Advisory Committee

Along with other outreach events, every year PSAAC organizes and hosts Pacific Sports Day; local elementary school classes are invited to the Pacific campus to learn about sportsmanship and being part of a team while getting to know and learn from Tiger student-athletes. In addition to the outreach activities coordinated by and/or through the Pacific Student-Athlete Council, most of Pacific's individual teams conduct their own outreach programs. The teams visit local elementary schools, make presentations, read to children, volunteer at community events, etc.

Student-athletes who have questions or suggestions or would like to assist with program implementation, should contact a PSAAC representative or the Assistant Director of Athletics for Student-Athlete Services.



Team Travel Policy



All team travel arrangements are made in accordance with University and Athletics Department guidelines. Normally, athletic teams travel by vans, chartered buses, and commercial airlines. The mode of transportation used will be based upon safety, expense, availability, minimization of missed class and study time, distance, and any unusual circumstances such as severe weather. Airline transportation is used primarily for long distance, out of state travel.

Arrangements for all Pacific team travel and expenses must be approved by the team's administrative supervisor. Each head coach is responsible for designating those students and staff members who will be traveling as part of the team. A team travel itinerary should be prepared and finalized. Prior to departure, a copy of the itinerary will be provided to the Director of Athletics Executive Assistant, the Assistant Director of Compliance, and the Student-Athlete Services and Eligibility Specialist. All itineraries must include a list of people in the travel party, departure dates and times, mode(s) of transportation, lodging accommodations, telephone contact number(s) at destinations, and anticipated time and date of departure and return to campus. **Late changes MUST be filed. It is critically important that all travel party lists are 100% accurate upon departure.**

For teams with more than fifteen (15) members, destinations south of Bakersfield, California or east of the Sierra Mountains shall be reached by charter bus unless other arrangements are approved in advance by the Director of Athletics. The only teams that will not use charter buses to reach said destinations are men's and women's tennis, cross country, and golf. Due to their small squad sizes, tennis, cross country, and golf will use departmental vans or leased vans for their trips. Any team using vans will arrange to return to campus by midnight or will stay an extra night before returning to Stockton. Students are not permitted to operate leased or owned Athletics vehicles. Such exceptions must be arranged with the Assistant Director of Athletics for Facilities and Operations. All vehicle operators are expected to use good judgment and comply with ALL traffic laws.

The only people permitted to ride in the bus or vans are those in the travel party (e.g., student-athletes, team managers, athletic trainers, coaches), and administrators. Transportation may not be provided for any student not in the travel party, whether he or she is a student-athlete on another team or not. Teams may share buses with other teams (including the dance team). All other special arrangements must receive permission from the sport supervisor or Director of Athletics.

Prior to leaving for competition away from Pacific, student-athletes should reconfirm with their instructors that they will be absent from class. It is important that student-athletes communicate with professors well in advance. It is the student-athletes' responsibility to make up all missed coursework.

While traveling with the team, the athletics department pays only for transportation, rooms, and meals in compliance with NCAA rules. Any incidental expenses (i.e., room service laundry, telephone calls, entertainment) must be paid by the student-athlete.

All student-athletes must travel to and from athletic competition with their teams. Student-athletes are not permitted to drive themselves or ride with non-departmental staff members to away contests. Exceptions may be made after contests are completed if the student-athlete is to travel with a parent or guardian and written permission has been requested and approved in advance by athletics administration.

Head coaches, in each respective sport, are responsible for setting standards and policy (dress, curfew, activities, etc.) for teams during trips. The following rules while on the road apply to ALL student-athletes:

- Represent Pacific with appropriate attire, appearance, and language.
- **ABSOLUTELY NO ALCOHOL IS TO BE CARRIED OR CONSUMED WHILE ON A DEPARTMENT SPONSORED TRIP.** Any student-athlete who violates this rule will be subject to sanctions.
- Observe all curfews established by coaching staff.
- When staying in hotels, **NO ONE BUT TEAM MEMBERS AND COACHING STAFF** are allowed in rooms,
- Be a courteous guest. Keep televisions turned down, doors closed, and be quiet in hallways.
- For your protection, do not leave money or valuables unattended in your room.
- Absolutely nothing is to be taken from the hotel.



In agreement with the policies of the University of the Pacific, the NCAA, and the State of California, Pacific Intercollegiate Athletics expressly prohibits the use, sale, or distribution of any and all illegal substances by its student-athletes and staff. As such, Pacific Intercollegiate Athletics implemented the *Substance Use Policy*. The policy is a mandatory, year-round program of alcohol and drug education, drug testing, and counseling/rehabilitation efforts to assist and benefit all student-athletes.

Goals

The goals of our program are to educate student-athletes about the health, safety, and academic risks of the use of banned substances and alcohol; to test and detect banned substance use; to provide counseling programs to assist in the rehabilitation of any student-athletes found to be using such substances; and to set forth clear consequences and sanctions, with a progressive response to successive violations of the policy in order to maintain the integrity and character of the athletics program.

All student-athletes at Pacific must comply with the terms of this program on substance use. Accordingly, all student-athletes must read these requirements carefully and annually acknowledge in writing acceptance of the terms by signing the Drug Testing Consent Form. Failure to sign will result in the student-athlete's removal from the athletics program.

Educational Program

An important component of this program is an ongoing educational effort designed to help student-athletes avoid involvement in the use of such substances. Each student-athlete will be required to participate in educational activities prescribed by Pacific Intercollegiate Athletics. Additionally, any student-athlete may seek assistance for substance abuse issues at any time by contacting his or her coach, an athletic administrator, or Athletic Training Staff members.

Self-Referral/Safe Harbor

Student-athletes who are actively seeking help or are interested in making a positive life change will be assisted by Pacific Intercollegiate Athletics through this process. Self-referral can only be utilized prior to the notification of a drug test or screening. In other words, to self-refer in fear of being caught after a drug test has been announced will not be considered.

NCAA Positive Tests

If a student-athlete tests positive on an NCAA drug test, a positive result on the Pacific Substance Use policy will also be assessed. NCAA tests are performed using the same strict standards as Pacific testing and also include observed collection. A positive NCAA drug test results in suspension for one (1) calendar year and/or 6 months for street drugs.



Alcohol

University policy dictates that students, all members of the University community, visitors, and guests comply with federal, state, and local laws. Individuals under the age of 21 may not possess, serve, consume, or be served alcohol at any time, and operating a motor vehicle while under the influence of alcohol is prohibited. While we recognize that alcohol use in moderate amounts by those of legal age may not be harmful, it is the desire of Pacific Intercollegiate Athletics to discourage the abuse of it. Athletics policy dictates that no student-athlete will consume alcohol within 24 hours before an athletic contest. Absolutely no alcohol may be consumed at any time while on athletics road trips. Also, student-athletes may not consume alcohol on official or unofficial visits or anytime prospective student-athletes are present. A violation of federal laws, state laws, and or University policy regarding alcohol will result in sanctions.

Smoke, Vaping and Tobacco-Free Policy

All forms of smoking, vaping and tobacco use are strictly prohibited at all times on all university property. Use of these products are also prohibited for student-athletes and athletics staff in connection with any university business which includes but is not limited to any activities held or attended as a team such as meetings, practices, competition, road trips or informal workouts. A student-athlete who would like information on quitting these products should contact a member of the Sports Medicine Staff for advice and/or assistance.

Drugs/Banned Substances

Both California and federal laws prohibit the use, possession, and sale or offering for sale of hallucinogens, narcotics, amphetamines, and barbiturates. While marijuana use is legal in California, it is an NCAA banned substance and subject to testing and sanctions. It is a particularly serious offense to sell, provide, share, or distribute drugs illegally. Any such offense, on or off campus, may result in the suspension of the offender from the University.

Pacific Intercollegiate Athletics strongly believes that the use of non-therapeutic drugs can be harmful to both academic and athletic performance. Such drugs include street drugs, performance enhancing drugs, and all substances included in the NCAA Banned Substance List.



Testing Program

1) Consent

It is a condition of participation in athletics that a student-athlete annually sign the NCAA Drug Testing Consent Form and the Pacific Drug Testing Consent Form affirming willingness to submit to any tests prescribed by Pacific or the NCAA to reveal the use of any banned substances. If a student-athlete declines to sign the consent form, he or she will be dismissed from the athletics program. If a student-athlete is not present for a test, refuses to provide a sample or manipulates his or her sample to alter the validity, it will be recorded as a positive result.

Testing may take place in the preseason, during the academic year and/or the summer. Testing may be unannounced, random team testing, or in response to reasonable cause. Reasonable cause is information from any source deemed reliable by the Director of Athletics or his/her designee.

2) Selection

Student-athletes can be selected for a drug test at any time (announced or unannounced). These selections are determined by the Senior Associate Director of Athletics for Student-Athlete Services & Compliance in conjunction with the Sports Medicine Staff. Head Coaches may request drug testing for the entire team or individuals.

3) Notification

Notification can be either verbal or written. Athletics reserves the right to test without prior notification. Student-athletes may be selected at the conclusion of practice, weights, or at other convenient times. Student-athletes will sign an informed consent/waiver statement at the time of testing. All students who have been notified and fail to report will be in violation of the policy.

4) Collections

All collections will be done according to NCAA protocol and follow approved chain of custody procedures. The Sports Medicine staff will carry out all collections; samples will be collected under observation by the same gender staff member. Student-athletes must declare any prescription and/or over the counter medication that he/she has taken within the past two weeks.





Substance Use Violations

Any violation of the University, Departmental, and NCAA substance policies will be subject to the following sanctions. Sanctions will be issued in accordance with information provided through the Office of Housing & Greek Life, Public Safety, Office of Student Conduct and Community Standards, and Pacific or NCAA drug testing. Sanctions are cumulative throughout the student-athlete's career in Pacific Athletics. Student-athletes may be subject to additional sanctions from the Office of Housing & Greek Life and the Office of Student Conduct and Community Standards.

1) First Violation

The student-athlete, head coach, Senior Associate Director for Student-Athlete Services & Compliance, and the Director of Athletics will meet to discuss the issue. The student-athlete will be offered the opportunity to provide any rebuttal information. The student-athlete will sign a behavioral agreement acknowledging the first violation of the departmental policy and agree to attend a substance use class and follow any recommendations of the counselor. The student-athlete is subject to unannounced testing during the rest of his or her career as a student-athlete. Parents will be notified by the student-athlete in the presence of the coach or administrator. Additional sanctions may be applied through the Head Coach's request and the Director of Athletics' approval.

2) Second Violation

In addition to the sanctions listed above, the Director of Athletics may impose further sanctions at her discretion. Suspension from competition/practice will be determined by the Administration and head coach. Reinstatement of the student-athlete to intercollegiate athletics competition at the completion of the suspension period shall occur only after all provisions of the behavioral agreement are completed.

3) Third Violation

The student-athlete will be suspended from the team for at least one (1) calendar year and faces termination of his or her athletic scholarship.

Any finding that results in a decision of indefinite suspension or termination of an athletic scholarship may be appealed through the regular student-athlete grievance process. Prior to implementation of the suspension period, the Director of Athletics and the Associate Director of Athletics for Student-Athlete Services & Compliance will notify the student-athlete of the proposed suspension and the reason for this proposed action. At such point, the student-athlete will be allowed to present evidence of any rebuttal or mitigating circumstances that he/she feels important and/or constraining.



NCAA Banned Substances

It is the student-athlete's responsibility to check with the appropriate or designated athletics staff before using any substance. This list may change during the academic year, updates may be found on the NCAA website (ncaa.org).

The NCAA bans the following drug classes:

1. Stimulants;
2. Anabolic agents;
3. Alcohol and beta blockers (banned for rifle only);
4. Diuretics and masking agents;
5. Narcotics;
6. Cannabinoids;
7. Peptide hormones, growth factors, related substances and mimetics;
8. Hormone and metabolic modulators (anti-estrogens); and
9. Beta-2 agonists.

Note: Any substance chemically/pharmacologically related to any of the classes listed above is also banned. All drugs within the banned-drug classes shall be considered to be banned, whether they have been specifically identified. Examples of substances under each class can be found at ncaa.org/drugtesting. There is no complete list of banned substances.

Substances and Methods Subject to Restrictions:

1. Blood and gene doping.
2. Local anesthetics (permitted under some conditions).
3. Manipulation of urine samples.
4. Tampering of urine samples.
5. Beta-2 agonists (permitted only by inhalation with prescription).

NCAA Nutritional/Dietary Supplements:

Warning: Before using any nutritional/dietary supplement product, a student-athlete should review the product and its label with the appropriate athletics department and/or medical staff.

1. Many nutritional/dietary supplements are contaminated with banned substances not listed on the label.
2. Nutritional/dietary supplements, including vitamins and minerals, are not well-regulated and may cause a positive drug test.
3. Student-athletes have tested positive and lost their eligibility using nutritional/dietary supplements.
4. Any product containing a nutritional/dietary supplement ingredient is taken at your own risk.

As part of its responsibility to provide education about banned substances, athletics department staff should consider providing information about supplement use and the importance of having nutritional/dietary products evaluated by qualified staff members before consuming. The NCAA has identified Drug Free Sport AXIS (AXIS) as the service designated to facilitate student-athlete and institutional review of label ingredients in medications and nutritional/dietary supplements. Contact AXIS at 816-474-7321 or dfaxis.com (password ncaa1)



Bylaw 18.4.1.4.6.1 Drugs and Procedures Subject to Restriction

The use of the following drugs and/or procedures is subject to certain restrictions and may or may not be permissible, depending on limitations expressed in these guidelines and/or quantities of these substances used:

- a. **Blood Doping.** The practice of blood doping (the intravenous injection of whole blood, packed with red blood cells, or blood substitutes) is prohibited, and any evidence confirming use will be cause for action consistent with that taken for a positive drug test.
- b. **Gene Doping:** The practice of gene doping (the non-therapeutic use of cells, genes, genetic elements or of the modulation of gene expression, having the capacity to improve athletic performance) is prohibited, and any evidence confirming use will be cause for action consistent with that taken for a positive drug test.
- c. **Local Anesthetics.** The Board of Governors will permit the limited use of local anesthetics under the following conditions:
 - That procaine, xylocaine, carbocaine or any other local anesthetic may be used, but not cocaine;
 - That only local or topical injections can be used (i.e., intravenous injections are not permitted); and
 - That use is medically justified only when permitting the athlete to continue the competition without potential risk to his or her health.
- d. **Manipulation of Urine Samples.** The Board of Governors bans the use of substances and methods that alter the integrity and/or validity of urine samples provided during NCAA drug testing. Examples of banned methods are catheterization, urine substitution, and/or tampering or modification of renal excretion by the use of diuretics, probenecid, bromantan, or related compounds, and epitestosterone administration.
- e. **Beta 2 Agonists.** The use of beta 2 agonists is permitted by inhalation only.
- f. **Additional Analysis.** Drug screening for select non-banned substances may be conducted for non punitive purposes.



Student-Athlete Grievance Procedures

Student-Athlete Grievance Policy and Procedures

Pacific Athletics is committed to protecting the health, safety, well-being, and fair treatment of its student-athletes at all times. All student-athletes must adhere to the standards of conduct described in the Student-Athlete Handbook and the University of the Pacific Student Code of Conduct (see [Tiger Lore](#)). Pacific Athletics staff members are subject to the standards of conduct established for University of the Pacific employees. Conduct such as hazing, sexual harassment, and discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, marital status or disability is strictly prohibited. The failure to abide by these guidelines will result in disciplinary action by Pacific Athletics, the university and/or the local authorities.

If a student-athlete feels they have been subjected to improper treatment by a University of the Pacific employee or fellow student, they are encouraged to notify the appropriate individuals to address the issue. If the situation falls outside of the Athletics Department guidelines, the student should refer to Tiger Lore for the university's process.

When a student-athlete wishes to submit a formal complaint or grievance regarding another student-athlete, a coach, athletics department staff member, faculty member or any other University employee, the circumstances involved in the grievance vary greatly as do the policies and procedures. Concerns related to gender discrimination or involving sexual harassment, sexual assault, or sexual violence should be reported to the Senior Associate Athletics Director/SWA, Director of Athletics, Faculty Athletics Representative, or the University's Title IX Coordinator. Additional information regarding university policies and procedures is available at [Title IX/Sexual Misconduct Procedures](#). If the student feels that they have been a target of bias or discrimination, the student should report the situation to the University's Bias Response Team via the university's [Bias and/or Other Hate Incident Report Form](#). Additional information is available at [Bias and Discriminatory Harassment Policies and Protocols](#).

Pacific Athletics encourages its student-athletes to speak up whenever the student-athlete feels that they have been treated unfairly. As a general rule, the student-athlete should initiate the process in accordance with the options described below. However, the student-athlete may initiate the process with any individual, department or authority on campus with whom the student-athlete feels most comfortable (subject to institutional regulations). While this student-athlete grievance procedure is not intended to address all forms of misconduct (such as unlawful discrimination, harassment or retaliation under Title IX), this procedure provides additional resources that student-athletes may utilize to address such misconduct.

When a coach or other Pacific Athletics staff member receives a concern or complaint from a student-athlete, it is their responsibility to ensure that the situation is treated seriously and as confidentially as possible under the circumstances. Retaliation for reporting a concern or a grievance or participating in the complaint process is strictly prohibited. Such retaliation against any person is a serious violation of this policy and may result in disciplinary action.

To avoid bias or conflicts of interest, the Athletics Department will make every effort to ensure that those named in a situation, or too closely associated with those involved in the complaint, will not be part of the review efforts. The student-athlete should make a reasonable effort to bring forward any concerns, allegations of misconduct, or formal grievance in a timely manner in order for the administration to address concerns, resolve problems, and/or stop misconduct.



For grievances related to athletic participation (excluding playing time or athletically-related financial aid), disciplinary action for the violation of team rules and regulations (particularly involving suspension or dismissal), or abusive treatment by an athletics staff member, the following procedure provides the avenue for reporting to encourage the prompt and equitable resolution of all situations or formal grievances and to ensure fair treatment for all involved parties.

The procedure for student-athlete concerns or formal grievances related to athletic participation (excluding playing time or athletically-related financial aid) or treatment by coaches, staff or other student-athletes is as follows:

1. To promptly and effectively resolve the concern, the student-athlete is encouraged to discuss the issue in a timely manner with the other person(s) involved or with any member of their coaching staff with whom the athlete feels comfortable. The student-athlete may choose voluntarily to approach the individual(s) most directly responsible (e.g., if the matter involves a team policy established by the coach, the student-athlete may contact the head coach, assistant coach, and/or the captain(s) of the team and work to resolve the issue with the coach). **However, the student-athlete is not required to directly confront any person(s) who may be the source of the problem or misconduct, or closely associated with the person(s) who is the source of the problem or misconduct. Instead, the student-athlete may utilize any of the other avenues of reporting a concern or formal grievance within the Athletics Department.**
2. If a student-athlete cannot reach a satisfactory resolution of the issue through direct interaction, or if the student-athlete is uncomfortable making direct contact with the other person(s) for any reason, the student-athlete may report a problem in a timely manner to the applicable sport administrator or applicable supervisor. The administrator will meet in person or otherwise communicate directly with the student-athlete to attempt to resolve the concern. Likewise, the student-athlete may report a problem to any member of athletics administration with whom the student-athlete feels comfortable.
3. After attempts to resolve the situation through the involved staff member, their supervisor, or the individuals listed above, or if the student-athlete is uncomfortable with addressing the issue with the individuals mentioned, the student-athlete may choose to initiate a *formal grievance* with the Faculty Athletics Representative. In such a case, the following steps shall be followed:
 - a. **The written, formal grievance shall be submitted to the Faculty Athletics Representative and must be filed in a timely manner so a prompt and effective response to the student-athlete's grievance can be provided. The written grievance must include the student's name and sport and should set forth the facts of the complaint, the grounds on which it is based, details of any efforts taken to date to resolve the matter, the desired outcome, and any supporting materials.**
 - b. **The Faculty Athletics Representative (FAR) shall be responsible for initiating a timely and comprehensive review of the grievance. The FAR will set up a Grievance Review Committee, that will include an Athletics Advisory Board faculty member, and at least one other department and/or University employee to assist with the review. (For example, a grievance related to treatment by a sports medicine staff member may involve a review by external medical personnel.) The Grievance Review Committee will actively pursue additional information as needed in order to fully understand the nature of the situation**



- and context of the grievance.
- c. The Grievance Review Committee shall issue a written recommendation to the Director of Athletics within 10 business days of receiving the written complaint and all associated materials submitted by the student.
 - d. The Director of Athletics shall issue a final decision in writing to the student-athlete within 5 business days of receiving the Grievance Review Committee's recommendation. At minimum, the final, written decision shall also be provided to the FAR, sport administrator or supervisor and shall include a statement outlining the decision and the rationale for the outcome. If the Director of Athletics' decision deviates from the committee's recommendation, the basis will be outlined in an email to the Grievance Review Committee. This decision is final without opportunity for further consideration or appeal.

Note: A separate policy and procedure has been established to address situations in which a student-athlete wishes to appeal a decision by the Athletics Department to cancel, reduce or not renew a student-athlete's athletically-related financial aid. Student-athletes or others with questions about this should consult with the Compliance Office or refer to the Student-Athlete Financial Aid Appeal Policy, which is published in the Student-Athlete Handbook.





The NCAA's "purpose is to govern competition 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"



Civic Engagement Policy

In accordance with NCAA rules, all countable athletically related activities shall be prohibited on a specified and required day off in association with election day in November (see Bylaw 17.02.1). In conjunction, Pacific athletics will actuate this initiative through the Pacific Student-Athlete Advisory Council (PSAAC) to preserve this opportunity as an annual priority. Student-led efforts, established in September each year, will be supported administratively and by coaches that promote and encourage a general sense of community responsibility through individual and collective actions designed to identify and address issues of public concern.

These efforts may include, but are not limited to acts of social responsibility, community outreach, advocacy and education, political involvement, and philanthropy and direct service. A particular emphasis shall be placed on understanding and utilizing the right to vote, participation in civic engagement activities, and connecting students to resources and programming on campus, locally, and/or nationally that inform and activate community connection and social responsibility.

Gambling

NCAA rules prohibit sports gambling of any kind by college athletes, coaches, administrators, athletic trainers or anyone else involved in college athletics.

Prohibited activities include:

- Wagers on any institutional practice or professional or college sporting event, even those not involving Pacific;
- Sports pools (e.g., Super Bowl or NCAA Final Four pools);
- Internet gambling on sports events;
- Fantasy leagues that charge a fee to participate;
- Sports wagering via telephone; and
- Exchange of information about one's team with anyone who gambles. This includes information about injuries, new plays, team morale, and discipline problems.

Sports wagering by student-athletes, coaches, and/or athletics administrators undermines the integrity of sports contests and jeopardizes the personal safety and integrity of student-athletes and Athletics staff members alike. Sports gambling is not a victim-less crime. Money skimmed from sports-betting schemes is used to fund narcotics sales, loan sharking, and a host of other illegal activities. It is one of the major sources of revenue for organized crime. Operators need inside information to set the betting line or odds. An attempt to procure this information through the bribery of a sports participant is a felony.

A student-athlete's participation in gambling interests, even in the most minor fashion, could jeopardize his/her career-athletically, academically, and professionally. A first offense will result in sitting out games and having to repay the value of any winnings. If you are involved in point shaving or wagering on any Pacific games, the penalty can be complete loss of eligibility.

Because of the extreme importance of this issue and the increase in the number of states where sports betting is legal, the student-athletes are asked to observe the following guidelines:

- Report to the head coach any offers of gifts, money, or favors in exchange for supplying team information or for attempting to alter the outcome of any contest;
- Maintain a clear understanding of what activities constitute gambling and bribery and report any suspected infractions;
- Refer questions concerning the release of team information to a coach or Athletics Media Relations staff; and
- Increase awareness that participation in gambling or bribery activities can result in disciplinary actions by the University and the NCAA, as well as local, state, and/or federal prosecution of the involved individuals.

Students are required to report any solicitations asking them to be a party to sports bribery. Failure to do so will result in suspension and possible expulsion. Additionally, any student-athlete or staff member found guilty of handling bets, distributing handicap information, or otherwise serving as an agent of the gambling industry will be subject to severe discipline including suspension, termination, and/or expulsion.

Professionals in the Counseling Center are available for confidential conversations.



Agents and Amateurism

It is essential that student-athletes know the NCAA rules related to involvement with professional sports organizations and agents. An infraction of the rules concerning agents could have severe negative consequences for the University and the student-athlete. NCAA rules preclude a student-athlete from:

- Agreeing, either orally or in writing, to be represented by an agent or organization for the marketing of his/her athletic ability or reputation, even when the agreement is for the future. Once a student-athlete's eligibility has expired, including postseason eligibility, then an agreement can be made;
 - Men's Basketball NCAA-Certified Agents Exception: In men's basketball, after the conclusion of the playing season, a student-athlete who has requested an evaluation from the NBA Undergraduate Advisory Committee may be represented by an NCAA-certified agent.
- Negotiating or signing a playing contract in any sport which the student-athlete intends to compete;
- Asking to be placed on a professional league's draft list.
 - Men's Basketball National Basketball Association Exception: In men's basketball, an enrolled student-athlete may enter the National Basketball Association's draft each year during his collegiate participation without jeopardizing eligibility in that sport, provided:
 - a. The student-athlete requests an evaluation from the National Basketball Association's Undergraduate Advisory Committee before entering the draft;
 - b. The student-athlete requests his name be removed from the draft list and declares his intent to resume intercollegiate participation not later than 10 days after the conclusion of the NBA draft combine;
 - c. The student-athlete's declaration of intent is submitted in writing to the institution's director of athletics; and
 - d. The student-athlete is not drafted.
 - Men's Basketball Professional League Other Than the NBA Exception: In men's basketball, an enrolled student-athlete may enter a professional league's draft (other than the NBA's draft) each year during his collegiate career without jeopardizing eligibility in that sport, provided:
 - a. The student-athlete requests that his name be removed from the draft list and declares his intent to resume intercollegiate participation not later than 10 days after the conclusion of the professional league's draft combine. If the professional league does not conduct a draft combine, the student-athlete must request that his name be removed from the draft list not later than the end of the day before the first day of the spring National Letter of Intent for the applicable year;
 - b. The student-athlete's declaration of intent is submitted in writing to the institution's director of athletics; and
 - c. The student-athlete is not drafted.
 - Women's Basketball Exception: In women's basketball an enrolled student-athlete may enter professional league's draft one time during her collegiate career without jeopardizing eligibility in that sport, provided the student-athlete is not drafted by any team in that league and the student-athlete declares her intention to resume intercollegiate participation within 30 days after the draft. The student-athlete's declaration of intent shall be in writing to the institution's director of athletics.
 - Exception - Sports Other Than Basketball: An enrolled student in a sport other than basketball or football may enter a professional league's draft one time during his or her collegiate career without jeopardizing his or her eligibility in the applicable sport, provided the student-athlete is not drafted and within 72 hours following the draft he or she declares his or her intention to resume participation in intercollegiate athletics. The student-athlete's declaration of intent shall be in writing to the institution's director of athletics.
 - Student-athletes in sports such as baseball, where students may be drafted without officially declaring their interest, may be drafted without penalty as long as they do not enter into a contract with the drafting team.
- Accepting expenses or gifts of any kind (including meals and transportation) from an agent (including acceptance of such expenses or gifts by a friend or family member);
- Receiving preferential benefits or treatment (e.g., loans with a deferred pay-back plan) because of reputation, skill or payback potential as a professional athlete; and
- Retaining professional services for personal reasons at less than the normal charge from a representative of the University's athletic interests.

The Compliance Staff has additional information on sports agents and careers in professional athletics.



Amateurism

Only an amateur student-athlete is eligible for Intercollegiate Athletics participation in a particular sport. An individual loses amateur status in a sport if he or she uses athletics skill directly or indirectly, for pay in any form in that sport. Pay includes but is not limited to a salary, gratuity, bonus, split of game receipts, educational expenses (other than permissible financial aid), expenses, gifts, and preferential treatment. A student-athlete must always contact his or her head coach and the Assistant Director of Compliance before participating in any outside athletic competition or accepting any benefits, gifts, services, etc.

In order to retain NCAA amateur status, student-athletes may not:

- Accept benefits such as gifts, meals, loans of cars or money, discounts on airplane tickets, clothing, dry cleaning, credit cards, use of a phone or calling card, movie tickets, or professional sporting event tickets, offered by athletics interest groups (e.g., alumni or booster organizations) or anyone within the intercollegiate athletics program of the University;
- Receive any benefit that is not available to other students, their relatives or friends;
- Participate in a non-NCAA sanctioned summer sports league;
- Accept payment, or promise of payment (e.g., cash prizes, gifts, or travel) for athletics participation;
- Request to be placed on the draft list of a professional league;
- Try out with a professional team or permit the professional team to conduct medical exams during any part of the academic year (including vacations) unless eligibility has been exhausted;
- Play on any professional athletics team;
- Have athletically related financial aid determined by anyone other than the University; or
- Participate on teams other than those of the University of the Pacific during the playing season (including exhibition and tournament games).

Name, Image, and Likeness Policy

Name, Image and Likeness (“NIL”) opportunities in intercollegiate athletics are new and still evolving. Pacific Athletics will continue to receive new NIL information and interpretations in the coming weeks and months. Accordingly, Pacific Athletics reserves the right to make changes to this interim policy, which will be posted and updated online.

1. Student-athletes may earn compensation for their name, image, likeness, or athletic reputation (collectively, “NIL”) from a third party, as long as such compensation is provided in exchange for services, activities, intellectual property, appearances, or other value actually provided by the student-athlete and is NOT being provided in exchange for athletics performance. Agreements related to such compensation are referred to as “NIL Agreements.”
2. Student-athletes are required to disclose any and all NIL Agreements to the Athletics Compliance Office via the Name, Image, and Likeness Disclosure form in ARMS. Disclosures should be submitted in advance of signing an NIL Agreement.
 - Student-athletes may not use their Name, Image and Likeness or athletic reputation to promote gambling, alcohol products, tobacco products, adult entertainment, substances banned by the NCAA or products or services that are illegal or not consistent with the university’s mission and policies.



Name, Image and Likeness Interim Policy

- Student-athletes may not enter into an NIL Agreement where that agreement's terms are in conflict with an existing or future Pacific Athletics contract with certain athletically-related industries, including but not limited to:
 - Athletic Apparel
 - Athletic Equipment
 - Sports Drinks and Beverages
 - Student-athletes should provide any draft agreement to the Athletics Compliance Office immediately and well in advance of competition in order to avoid potential eligibility issues.
 - The Athletics Compliance Office will review the draft agreement to determine if there are conflicts, including with existing Pacific Athletics contracts related to athletic activities and/or teams and respond, typically within five business days.
 - Student-athletes should refrain from finalizing agreements until after the Athletics Compliance Office has completed its review for conflicts and responded.
 - If there is a conflict, the Athletics Compliance Office will identify the conflicting provisions and notify the student-athlete so that the student-athlete may try to negotiate a revision of the opportunity or contract to avoid the conflict. If revisions continue to violate these requirements, the student-athlete may not contract with the third party. Any revision is subject to additional review by the Athletics Compliance Office.
3. The Athletics Compliance Office will review all NIL agreements for NCAA and University compliance purposes only. Until the review is complete, Pacific Athletics makes no representations as to the NIL activity's impact on the student-athlete's NCAA eligibility.
4. University of the Pacific, the Athletics Department, staff members or boosters may not compensate or arrange compensation to prospective student-athletes for their NIL. The Athletics Department and its staff members may not compensate or arrange compensation for current student-athletes for their NIL.
5. Compensation associated with NIL may only occur for work actually performed.
- Athletic performance may enhance the student-athlete's NIL value, but athletic performance may not be the sole consideration for NIL compensation.
 - NIL compensation must be commensurate with the fair market value of the goods, services, and/or money exchanged.
 - The student-athlete is responsible for ensuring compliance with this requirement.
- Examples of impermissible Compensation:
- \$100 payment to a soccer player for each goal scored
 - \$10,000 payment to a basketball student-athlete for Player of the Year award
 - Free use of a car or other goods without providing work/service in exchange for tangible items
6. Student-athletes may not engage in NIL activities during required team activities or while representing the university in any capacity, including during countable athletically related activities, Athletics Department promotional activities, or travel related to athletics competition. Student-athletes may not miss class or any portion of a class to participate in NIL activities.



Example of times when a student-athlete may not engage in NIL activities:

- During practice times
- During competition
- At any time during travel for an away competition
- During team promotional/fundraising activities
- During class or other academic expectations

7. Student-athletes may not use University of the Pacific or Athletics Department marks, trademarks, logos in connection with NIL activities without prior written permission of Pacific Athletics. Any proposed use of protected university marks must be requested through the disclosure process before the activity occurs. Use of marks will not be approved for use with an outside company.

Examples of University or Athletics Department marks include:

- PowerCat
- Pacific Athletics wordmark logo
- University of the Pacific wordmark logo
- University Seal

8. The use of athletics department facilities for NIL activities will require approval in advance and will involve location agreements, including liability forms and applicable rental fees. Rental and liability agreements will be coordinated with Athletics Facilities.
9. Filming or recording on campus will require approval in advance from University Marketing and Communications. The process for obtaining approval will be provided upon request by the Athletic Compliance Office.
10. Student-athletes may secure representation (licensed California agent or California lawyer), ONLY for Name, Image and Likeness and NOT for future professional athlete contract negotiations, consistent with NCAA bylaws and state law.
- An agent representing a student-athlete for purposes of securing compensation for their name, image, likeness or athletic representation must be licensed in the state of California.
 - An attorney representing a student-athlete for purposes of securing compensation for their name, image, likeness, or athletic representation must be a licensed member of the State Bar of California.
11. Student-athletes are not permitted to sell or trade any equipment, apparel, awards or complimentary admissions provided to them by Pacific Athletics at any time, including as part of NIL activities.
12. International student-athletes should consult with government agencies and/or seek professional representation for guidance related to visa and tax implications of NIL activities to ensure such activities do not jeopardize visa status.
13. Pell Grant awards or need based financial aid could be impacted based on compensation earned from name, image, and likeness activities. Those questions should be directed to the Financial Aid Office (financialaid@pacific.edu)
14. Any compensation for NIL activities may raise tax implications for student-athletes. Student-athletes should seek guidance from a licensed tax professional.



Recruiting

Student-athletes should not be engaged in the recruiting of prospective student-athletes. Off-campus contact with a prospect is permissible, provided such contact does not occur at the direction of an institutional staff member. Written correspondence is permissible, provided it is not done at the direction or expense of the University. Student-athletes cannot make or participate in phone calls to prospects at the direction of a coaching staff member or financed by the University of a booster; however, student-athletes may receive phone calls from prospects on or after the date on which the University may begin placing phone calls to the a prospect (Baseball, Women's Basketball and Softball – September 1 of prospect's junior year; All other sports – June 15th at the conclusion of the prospect's sophomore year). Student-athletes can receive phone calls from prospects prior to the date on which an institution may begin placing phone calls to a prospect, provided there is no direct or indirect involvement by athletics department staff.

Student-Athlete Hosts

Student-athletes may serve as hosts for prospective student-athletes' official visits to the University. Student-athlete hosts may receive up to the NCAA allowable maximum \$75 for each day of hosting a prospective student-athlete (maximum of \$150 for two 24-hour periods). The money is designated to cover all actual costs of entertaining the student host(s), and the prospective student-athlete and up to four family members accompanying the prospective student-athlete. If several students host a prospective student-athlete, the \$75-per-day-entertainment money may be used to cover the actual and necessary expenses incurred by the prospective student-athlete and all hosts. These funds cannot be used to buy tangible items such as souvenirs, T-shirts or other mementos. Additionally, no cash may be given to the visiting prospect or anyone else. If entertaining more than one prospective student-athlete, a student-athlete may receive up to \$40 more for each additional prospect. Student-athletes may receive a complimentary meal, provided they are accompanying the prospect during the official visit, but only one student-host per prospective student-athlete may be provided a free meal if restaurant facilities are used.

No vehicles may be provided or arranged for by any coach, staff member or supporter of the University. In the event a student-athlete transports the prospect, the destination must be within a 30-mile radius of campus.

Student-athlete hosts must sign a form stating that they received expense money and/or complimentary tickets. At the time of signing, the rules for hosting a prospective student-athlete will be reviewed. The use of alcohol or illicit drugs during a recruiting visit by a prospective student-athlete or a student host is prohibited. The use of sexually explicit materials or videos, attendance at a sexually explicit club, or any arranged sexual interaction during a recruiting visit is prohibited. If a student-athlete receives complimentary admission to an athletics event on campus, he or she may accompany the prospective student-athlete to that event during his or her visit to campus. Admission to games will be via pass list.



The head coach of that particular sport will select the host for each prospect and discuss appropriate and prohibited entertainment opportunities.



Financial Assistance

An athletics scholarship (or grant-in-aid) may include tuition, required university fees, room, board, the use of course-related books and other expenses up to the University's published cost of attendance. The athletics grant-in-aid is subject to adjustment if any other financial aid is received.

Period of Award

Athletics aid may not be awarded for a period less than one academic year, unless a specific NCAA exception applies. The aid can be renewed every year, and a coach can indicate his or her intention to do so, but the renewal is never automatic.

The renewal of such aid shall be made on or before July 1 prior to the academic year in which it is to be effective. Pacific will notify a student-athlete in writing whether their grant has been renewed or not renewed for the ensuing academic year. If the institution decides to reduce or not to renew the award for the next academic year, the institution shall inform the student-athlete in writing that they, upon request, shall be provided a hearing opportunity by the Office of Financial Aid.

University Charges Not Paid by Athletic Aid

Questions often arise concerning the types of University expenses that are covered when a student-athlete is on full scholarship. Tuition, University fees required of all students, required books, and room and board are covered. The expenses listed below are examples of common charges *not* covered by your scholarship. If you incur any of the following charges or additional ones that are not listed, you are responsible for payment. You will not be allowed to register if you have any outstanding expenses of this nature.

- Course/lab fees;
- Long distance phone calls made from your residence hall;
- Cost of treatment for non-athletically related injuries;
- Library fines;
- Fines for damage to University property, including Residence Halls;
- Key deposits or replacement of lost Residence Hall key;
- Replacement fee for lost identification card;
- School supplies, pens, notebooks, paper, calculators, etc.;
- "Consumable charges" which can include lab fees, art and photography supplies, and non required field trips;
- Parking fines;
- Typing and copying costs;
- Student Health Insurance;
- International Student Taxes.

Staff Contacts

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Student-Athlete Employment

Student-athletes who plan to work during the academic year must complete the Student-Athlete Employment Verification Form in ARMS. The form request information regarding the employer, dates of employment, rate of pay, and more. Completion of the form is to ensure that student-athletes are aware of the rules governing employment that they are being compensated only for work actually performance and are compensated at a rate commensurate with the going rate for similar services. If you are being paid for your Name, Image, and Likeness, you will need to complete the Name, Image, and Likeness Disclosure Form in ARMS (see the Name, Image, and Likeness Policy beginning on page 51).

Camps and Clinics Employment

Student-athletes are often asked to participate in camps and clinics in a variety of ways. It is not permissible for a student-athlete to receive compensation just for appearing, lecturing or demonstrating at a Pacific camp or clinic. In addition, Pacific cannot use your name or image or help promote or advertise a camp or clinic. If you plan to work a Pacific camp or clinic or another camp or clinic, you will need to complete the Student-Athlete Employment Verification in ARMS. If you plan to run your own camp or clinic, or an outside camp or clinic is using your name, image and likeness to promote the camp or clinic, you will need to complete the Name, Image, and Likeness Disclosure Form in ARMS.



Tax Information

The Internal Revenue Code states that scholarships are taxable except for the amount due to cover tuition, fees, books, supplies, and equipment required for course study. Therefore, students should save documentation of all financial awards and bills for tax purposes.

International students are subject to withholding tax, which is billed to their student accounts. Such students should plan accordingly. Under certain circumstances, students may file for a refund of the taxes charged, if the necessary forms are submitted to the Internal Revenue Service.

In order to be considered for institutional or need based aid other than an athletic grant-in-aid, a student must file the Free Application for Federal Student Aid (FAFSA). The Pacific application date for FAFSA and the California Grant is March 2, but you can begin completing the FAFSA on October 1st. Forms (with information about additional non-athletic scholarships) are available in the Office of Financial Aid. Students may also complete their FAFSA online at www.studentaid.gov.



Non-Participating Student-Athletes

Student-athletes who become non-participants during the term of their athletic aid agreement (including, but not limited to, medical non-counters and student-athletes dismissed from a team) may be required to provide up to 20 hours of weekly service to the Athletics Department as a condition of the continued receipt of athletically-related financial aid. The service requirement does not apply to institutional vacation periods. Non-participating student-athletes will also be required to maintain the same academic eligibility standards as the department's student-athletes and continue to be subject to the department's drug testing and student conduct policies. Failure to meet these expectations will result in the cancellation of athletic financial aid.

Fifth-Year Aid Policy

Pacific Athletics awards athletic scholarship aid to a limited number of fifth-year seniors whose eligibility is exhausted, but who require more than four years to complete their undergraduate degree coursework. Fifth-year aid may not be awarded for the completion of a second major or minor. Aid is typically awarded based on a percentage of athletic aid received in the prior year.

Fifth-year scholarships are not guaranteed for any student. Scholarships are granted when the necessary funding is available and are awarded by the Director of Athletics upon receipt of satisfactory fulfillment of the application requirements.

To apply:

The student-athlete must submit a written request including support information (transcript, graduation plan/requirements and identification of final semester) to Compliance Office by the April 1st deadline.

If fifth-year scholarship aid is approved, the following conditions apply:

- The student-athlete is required to maintain NCAA eligibility standards and be enrolled in a minimum of 12 units for each semester (with the exception of the last semester of collegiate enrollment).
- The student-athlete is required to continue to stay within the individual limits of financial aid according to the NCAA.
- The student-athlete is required to provide up to 20 hours of weekly service to the Athletics Department in lieu of athletics participation. The service requirement does not apply during institutional vacation periods.
- The student will continue to be subject to the department's drug testing and student conduct policies.



Summer Athletics Aid

Athletically-related financial aid is available on a limited basis for student-athletes to enroll in summer session courses. Aid is awarded based on a percentage of athletic aid received the prior academic year. Intercollegiate Athletics provides these awards in order to assist student-athletes in meeting expected graduation dates (usually four years) and to assist those who have worked diligently to meet continuing eligibility requirements during the regular academic year but have remaining deficiencies.

In March, interested student-athletes should obtain summer athletics financial aid applications from their head coach. Head coaches must approve the funding request. Completed forms should be returned to the Compliance Office in a timely manner in order to be considered. Consideration for summer athletics aid is based mainly on the reason for requesting summer work (e.g., degree progress, eligibility) and on the availability of funds. Additionally, evidence of responsible and conscientious academic performance during the preceding academic year and a “good faith effort” to make satisfactory progress towards graduation will also be considered.

Please note, if a student-athlete fails, or chooses to drop a summer school class for which he or she is receiving athletics aid, the student-athlete will be responsible for paying for the class (except in extenuating circumstances).

Student-athletes who wish to enroll in and receive credit for summer school classes offered by another university must obtain a Concurrent Enrollment Petition from the Office of Admissions. The form should be completed and submitted before the student-athlete begins the course, preferably by May 1 or as soon as the course information is available. Pacific may award no financial aid for such courses, and grades from those courses will not be included in the student’s Pacific grade-point average.

NCAA Special Assistance Fund

The NCAA has established a Special Assistance Fund to further aid student-athletes. Prioritized uses of the fund are:

1. Student-Health Insurance Plan for those who do not receive a waiver;
2. Costs associated with student-athlete or family emergencies (if funding is available after prioritizing Student Health Insurance).

The fund is administered by the West Coast Conference in conjunction with the NCAA. Additional information can be obtained from the Assistant Director of Compliance.



Athletics Aid Renewal/Reduction/Non-Renewal Policy

A. Initial Awards

Athletics grants-in-aid are made by the Director of Financial Aid on the recommendations of the coaches with approval of the Director of Athletics. The Director of Athletics has the primary responsibility for compliance with all relevant rules and regulations, as outlined in the Athletics Policies and Procedures Manual, the NCAA Manual and the West Coast Conference Handbook. When University eligibility requirements are more demanding and restrictive than either the NCAA or West Coast regulations, the University requirements prevail. Each athletics grant-in-aid is awarded on the following conditions:

1. That the student-athlete conducts himself/herself in a manner that is consistent with the rules and norms set forth in the Student-Athlete Code of Conduct [Student-Athlete Handbook], the Pacific Student Honor Code and University of the Pacific Student Code of Conduct;
2. That he or she fulfills all the academic requirements as expected of Pacific students each semester and achieves progress toward degree requirements as specified by the NCAA;
3. That he or she abides by such rules and regulations as shall be set for his or her sport at Pacific, including participation in supervised team meetings, conditioning, training, practice and intercollegiate competition.

A student-athlete who voluntarily leaves a team shall lose the grant-in-aid attached to playing for that team.

B. Award Period

In accordance with NCAA rules, an athletics grant-in-aid is awarded for a period of no less than one academic year, unless a specific NCAA exception applies. Once a student-athlete has been accepted for admission and awarded financial assistance, the University is committed for the term of the original award even if an injury or illness prevents the student-athlete from participating in intercollegiate athletics for any reason.

During the award period, the grant-in-aid may not be reduced or canceled based on:

1. The student-athlete's athletic ability, performance, or contribution to a team's success;
2. An injury that prevents the student-athlete from participating in athletics; or
3. Any other athletics reason. [NCAA Bylaw 15.3.4.3]

During the award period, the athletics grant-in-aid may be reduced or canceled if a student-athlete:

1. Renders himself or herself ineligible for intercollegiate competition;
2. Fraudulently misrepresents any information on an application, letter of intent, or financial aid agreement;
3. Engages in serious misconduct warranting substantial disciplinary penalty as defined by the Student-Athlete Code of Conduct, the Pacific Student Honor Code, or the University of Pacific Student Code of Conduct; or
4. Voluntarily withdraws from a sport program.
5. Provides written notification of transfer (see Bylaw 13.1.1.3) to the institution; however the student-athlete's financial aid may not be reduced or canceled until the end of the regular academic term in which written notification of transfer is received. If a student-athlete provides written notification of transfer to the institution between regular academic terms (winter break, summer break) the institution may reduce or cancel the financial aid immediately. [NCAA Bylaw 15.3.4.2]



C. Renewal, Reduction or Non-renewal

The offer and acceptance of athletics aid by a prospective or continuing student-athlete reflects the commitment of both the University and the student-athlete. Just as the University has a responsibility to each student-athlete, the student-athlete has a responsibility to make every effort to perform to the best of his or her ability academically and athletically. The Director of Financial Aid, based on the recommendation of the coach with approval by the Director of Athletics, notifies the student-athlete prior to July 1 of the renewal, reduction or non-renewal of an athletics grant-in-aid for the following academic year.

Circumstances Warranting Reduction or Non-renewal of Athletics Financial Aid at the Conclusion of the Term of Award.

Reduction or non-renewal of athletics financial aid may be based on, but not limited to the following:

1. Violation of team rules, including training and practice regimen.
2. Refusing to participate in an athletics contest when called upon to do so by the coaching staff.
3. Engaging in activities harmful to the student-athlete or to others.
4. Violations of standards of good sportsmanship.
5. Conduct that violates University, NCAA, Conference, and/or Pacific Athletics' rules and regulations and/or local, state, and federal laws.

D. Appeals Process

A decision to reduce or not renew an athletics grant-in-aid may be appealed. If the student-athlete elects to appeal, the student-athlete will provide the Appeals Committee a written statement explaining the reasons why their athletics aid should not be reduced or not renewed. The written statement provided to the student-athlete outlining the reasons for non-renewal will also be submitted to the Appeals Committee. The Appeals Committee may seek additional written clarification of issues raised in these documents. The head coach and/or Director of Athletics and the student-athlete shall have the right to respond to any new issues raised during the appeals process.

In considering any such appeals, the Appeals Committee deliberations will be governed by the understanding that: (1) the University is under no contractual obligation to renew an athletics grant-in-aid from year to year; (2) notwithstanding point (1), it is the customary practice of the University to renew the athletic grants-in-aid for student-athletes who comply with the conditions for initial awards set forth in Section A above.

In reaching its decision, the Appeals Committee may review both procedural and substantive issues. The committee will seek to determine:

1. Whether the procedures were correctly followed. Specifically, were the expectations of the coach and/or Director of Athletics sufficiently clear and communicated in a manner that the student-athlete should have understood them, appreciated the significance of a failure to comply with them and provided sufficient opportunity to meet them?
2. Whether these expectations were reasonable or unreasonable. Specifically, were the expectations reasonably related to the requisites of successful team and/or individual performance or proper team and/or individual conduct?

If, in the judgment of the Appeals Committee, these requirements of due process and content have been met, then the recommendation of the coach and/or Director of Athletics will be affirmed. If, in the judgment of the Committee, these standards were not met, the Appeals Committee may mandate



a renewal of the athletics grant-in-aid under such conditions and for such a time period as it deems appropriate, not to exceed one academic year. Such a renewal will customarily include the requirement that the student-athlete provide service to Pacific Athletics in lieu of participation in a sport program. Decisions involving student-athlete participation in sport programs are made by head coaches and the Director of Athletics and are not subject to appeal through this process.

Appeals Committee

It is recommended that the Appeals Committee consist of:

- 2 representatives from the Office of Financial Aid
- 2 faculty members, at least one of the faculty members should be a current or former member of the Athletics Advisory Board
- 1 student-athlete, a current member of the PSAAC

Precautions will be taken to avoid any conflicts of interest between the student-athlete and committee members. The convener will provide the student-athlete with the names of the faculty and student members of the committee. If the student-athlete perceives a conflict of interest, he or she may discuss those concerns with the convener.



Impermissible Benefits

Student-athletes must be careful not to accept any benefit that is not available to all students (or some group of students other than athletes). Such benefits include free or reduced cost gifts or services, meals, rides, medical or dental work, financial aid, living expenses, etc. Receipt of impermissible aid or benefits constitutes a serious violation of NCAA rules. By accepting impermissible benefits, a student-athlete puts his or her future eligibility and scholarship in serious jeopardy. Many impermissible benefits are gifts or money; however, receipt of more than the allotted number of complimentary admissions, discounts, services or even special payment arrangements on purchases are also prohibited. Student-athletes must be wary of any “free” or “special” benefits or rewards people might try to give them. If there is any doubt, a student-athlete should check first with his or her coach or the Compliance Staff.

Impermissible benefits also may not be received from Intercollegiate Athletics staff members. For example: no student-athlete with remaining eligibility may live, on or off campus, with any Intercollegiate Athletics staff member, including an Athletics Intern, Athletics Graduate Assistant or Volunteer Assistant Coach. Any student-athlete who does not intend to complete his or her eligibility and would like to make living arrangements such as those specified above, may relinquish that eligibility in writing to the Senior Associate Director of Athletics for Student Services and Compliance. A student-athlete’s renting a house or apartment (at the market rate) from an Intercollegiate Athletics staff member will be considered on a case-by-case basis. Student-athletes are not allowed to use the copying or facsimile services within the department unless approved by an administrator for academic purposes. Student-athletes are not allowed to use any staff member’s phone for long distance calls.





Complimentary Admissions

For sports where admission is charged, participating student-athletes may request up to four tickets for each home game through ARMS. If an athlete is not using their tickets, he or she can transfer them to a teammate. Requests close 24 hours before the game. The compliance office will meet with each team to go over this process before the season. In order to be admitted to the athletic competition, each guest will be required to identify him or herself by showing a driver's license or a current identification card. Complimentary admissions to any Pacific Intercollegiate Athletics event may NOT be sold or exchanged for goods or services.

Boosters

As a student-athlete at Pacific, you will come into contact with many of our support groups and/or individuals who have made financial contributions to Intercollegiate Athletics or the Pacific Tigers Athletics Association. These people, better known as “boosters” or athletic representatives, may want to associate with you.

Pacific Intercollegiate Athletics is responsible for the control and conduct of the intercollegiate athletics program, and this responsibility includes accountability for the acts of athletics representatives (i.e., boosters). Once an individual has been identified as an athletic representative, he or she retains that identity forever and is governed by the same NCAA and Pacific rules and regulations as our athletic staff members. Boosters cannot provide student-athletes with any impermissible benefits, including free or reduced cost gifts or services, meals, rides, medical or dental work, financial aid, living expenses, etc.

If you have any questions about interacting with our boosters, please contact the Compliance staff.





Scholar Athlete Awards

Pacific Scholar-Athletes are recognized every spring. Eligible student-athletes receive certificates acknowledging their academic and athletic success over the previous academic year.

To be eligible for the Pacific Scholar-Athlete Award, a student-athlete must have a cumulative University of the Pacific grade-point average of 3.00 or higher and have lettered in his or her own sport. Tiger Dancers and Athletic Training Students are eligible for Pacific Scholar-Athlete Awards.

West Coast Conference Commissioner's Honor Roll

At the conclusion of each academic year the Conference recognizes all student-athletes who possess at least a 3.00 cumulative grade point average. Only grades earned at Conference institutions may be used in calculating the grade point average for this award. Individuals must have earned a varsity letter in the sport in which the Conference determined a champion in the just completed academic year; the cumulative grade point average of at least 3.00 must be based on a 4.00 scale; and the individuals must have successfully completed an average of at least twelve graded credit hours (i.e., non pass-fail hours) per term. The conference recognizes the individuals in three separate GPA designations: 3.75-4.00; 3.50-3.74 and 3.00-3.49.

West Coast Conference All-Academic Teams

At the conclusion of each conference sport's playing season, an All-Academic team shall be selected by the Conference office.

To be eligible for selection to a West Coast Conference All-Academic team, a student-athlete must have a minimum cumulative institutional grade point average of 3.20, be a starter or important reserve with legitimate athletics credentials; have at least sophomore athletic and academic standing with at least one year in residence completed at the nominating institution; and have participated in at least 50 percent of the institution's completed contests.

Post Season Competition Awards

Post-season competition awards may only be presented to student-athletes who are eligible for participation in the post-season event(s).

Non-permissible Awards

Student-athletes and prospective student-athletes may never receive a cash award for athletics participation, performance or ability. Gift certificates and country club or sports club memberships are prohibited unless received prior to collegiate enrollment or while not regularly enrolled.

Cash or any other non-permissible award may not be forwarded in the student-athlete's name to a different individual or agency.



General NCAA Limitations

Practice during your sport's playing season is limited to:

- No more than four hours per day, including multi-sport student-athletes;
- No more than 20 hours per week, including multi-sport student-athletes;
- One day off per week from all required athletically related activities, except rehabilitation activities. There is an exception for when a team has three contests in a seven day period.

Countable athletically related activities include:

- Competition (always counts as 3 hours);
- Required practice, weight training and conditioning;
- Participation in a departmental physical fitness class or individual workouts;
- Departmental review of athletic practice or contest films or videotapes;
- Required camp, clinic or workshop participation;
- Athletically related meetings; and
- Required on-court/on-field activities.

Outside of your sport's playing season, you are allowed to participate in a maximum of eight hours per week only in the following athletically-related activities:

- Required weight-training and conditioning activities held at the direction of, or supervised by, an institutional staff member;
- Not more than 4 of the 8 hours per week may be spent on the individual skill related instruction;
- Physical fitness class conducted by a member of the athletic department staff;
- Two days off per week from all required athletically related activities, except rehabilitation activities; and
- No mandatory athletically related activities during the week prior to the start of the institution's final examination period for both the fall and spring semesters.

You are permitted to work out anytime you wish when it is neither required nor supervised by the coaching staff. Summer workouts are voluntary, except for the summer access period for men's and women's basketball.

Voluntary Workouts

Student-athletes may participate in voluntary workouts and activities during the academic year and over the summer. The NCAA determined that for an athletically related activity to be considered "voluntary," *all* of the following must be met:

- Student-athletes must not be required to report back to the coach or other staff member (e.g., strength coach, trainer, manager) any information related to the activity. No athletic department staff member may report back to the coach any information related to the activity that he/she may have observed;
- The activity must be initiated and requested solely by the student-athlete(s);
- Attendance and participation in the activity may not be recorded for the purpose of reporting back to coaches or other student-athletes; and
- Student-athletes must not be subject to penalty if they elect not to participate in the activity. No recognition or incentives may be provided based on attendance or performance in the activity.



Safety Exceptions

A coach may be present during voluntary individual workouts in the institution's regular practice facility (without the workouts being considered as countable athletically-related activities) when the student-athlete is engaged in swimming, water polo, or track & field (field events, jumping hurdles, or the jumping element of the steeplechase only). The coach may provide safety or skill instruction but may not conduct the individual's workouts.

Hour Limitations for Multi-Sport Student-Athletes

If you participate in more than one sport, the NCAA restricts the total amount of time spent in all countable athletically-related activity to 20 hours total per week. Therefore, if you are participating in multiple sports, please talk to your coaches about your activities to help ensure you stay within the NCAA limits for countable athletically-related activities.

Outside Competition

Competition on an outside team is allowed only during the official vacations published in the University catalog. A student-athlete may participate as an individual in outside competition during the academic year as long as the student-athlete represents only themselves. You must complete an Outside Competition form and submit it to the Assistant Director of Compliance for approval prior to any outside competition.

All Sports Other Than Basketball

You are not eligible in your sport for the remainder of the year and the next academic year if, during the academic year, you compete as a member of any outside team in non-collegiate, amateur competition.

Basketball Only

You are not eligible if you have played in an organized, outside basketball competition after you became a candidate for or a member of an intercollegiate team, or after you enrolled at an NCAA institution that recruited you to play basketball. It is only permissible to play on an NCAA-approved summer league team with prior approval from the athletic department.

National Team/Olympic Participation

There are various NCAA rules regarding practice and competition with a national team (at any level). Please see the Compliance Staff if you are invited to try out or join any national team.



Student Health Services

The Cowell Wellness Center (which houses both Student Health Services and Counseling and Psychological Centers) provides medical services, health education resources and counseling services to University of the Pacific students. Students are encouraged to learn about services provided and hours of service through their websites. For Student Health Services please go to www.pacific.edu/healthservices. For Counseling and Psychological Services please go to www.pacific.edu/caps.

Pre-Participation Physical Examinations

All athletes are required to have a physical examination by specially designated doctors prior to any form of competition or testing. New student-athletes are required to undergo more extensive testing than returning players. In addition to regular examination paperwork, student-athletes will be required to sign the Student-Athlete Authorization/Consent for Disclosure of Protected Health Information. Due to changes in federal privacy rules for personal medical information, the consent form is now required for Intercollegiate Athletics to be able to share necessary information with the conference office and member institution.

Dental and Vision Care

Athletically-related dental and vision care may be covered for student-athletes if funds are available. Examinations for non-athletically-related injuries or conditions must go through a student-athlete's regular health insurance. Free or reduced cost examinations or treatments for non-athletically-related conditions or visits are not permitted and could result in serious consequences for the student-athlete, the sport program and Intercollegiate Athletics.

Health Insurance Administration

The Sports Medicine Staff are the liaisons for all insurance issues. Student-athletes are sent packets in the spring or early summer regarding their insurance coverage. These packets explain what is needed and the basic policies of Pacific Intercollegiate Athletics insurance coverage. All student-athletes must maintain their own private insurance coverage (may be part of a family policy). The University is required to submit bills to a student's private insurance before being allowed to cover any costs. The coverage only pertains to those injuries that occur as a direct result of intercollegiate athletic competition. If a student-athlete does not have insurance coverage they must purchase the University's Student Health Insurance Plan. More information on the university's health insurance policy can be found at : <https://www.pacific.edu/student-life/safety-wellness/student-health-services>



Student Health Insurance

The Student-Health Insurance Plan (SHIP) is a comprehensive health plan that provides a full range of medical services. Health insurance is a mandatory, non-academic condition for enrollment. To ensure that all students have adequate health care coverage, and to satisfy the mandatory health insurance requirement, Pacific automatically enrolls all registered students into the SHIP. Stockton campus students are enrolled when registered for 9 or more units. However, students who are able to demonstrate they have comparable coverage may be able to opt out. Students who complete a waiver application by the waiver deadline date are not guaranteed to be approved and need to check their Pacific e-mail for any denials or follow-up questions.

Emergency Care

In case of emergency or serious injury or illness during off hours, student-athletes should report to or call Dameron Hospital (944-5550) or St. Joseph's Hospital (943-2000), or 911. The student-athlete is to notify any member of the Sports Medicine Staff as soon as practical.

- Sports Medicine staff can be reached via cell phone.
 - Chris Pond: 209-969-9770
 - Annette Martinez: 209-639-2011
 - Sara Vargas: 951-756-4537
 - Dominic Alejandro: 209-923-0482
 - Kristin Wright: 530-990-0234

If a minor problem occurs after regular hours, the athletic trainer assigned to each sports team can be reached by telephone. If the athletic trainer cannot be reached, one of the facilities listed above can help.

Registered Dietitian

The services of a registered dietitian are available to all University of the Pacific students. The dietitian is available to meet with student-athletes via telemedicine to assist in any nutritional questions or concerns and to help maximize athletic performance through nutrition. An appointment can be made by calling Student Health Services at 209-946-2315 or logging into your student medical portal.





Disordered Eating/Eating Disorders Policy

The purpose of this policy is to monitor and maintain the health and athletic performance of our student-athletes as it relates to healthy weight management and eating disorders.

INTRODUCTION

The first priority of Pacific Intercollegiate Athletics is the safety, health and welfare of Pacific student-athletes. Eating disorders seriously endanger the health and well-being of a student-athlete. Pacific Intercollegiate Athletics is committed to the proper diagnosis, assistance and treatment of student-athletes with eating disorders and other disordered or restrictive eating behaviors. Eating disorders include anorexia, bulimia, binge eating disorder, avoidant/restrictive food intake disorder, and other specified eating disorders all of which are dangerous.

More common than eating disorders are disordered or restrictive eating patterns. Disordered eating presents many of the same signs and patterns as eating disorders. People may be at particular risk if they are under stress, unhappy with themselves, looking for ways to control their lives, or pressured to look a certain way or maintain a certain percentage of body fat by others, including parents, partners and coaches. Eating disorders and disordered eating often arise or are triggered as a coping mechanism or as a way to exert control over some area of life. Restrictive eating can change a body's metabolism, making maintaining a healthy weight more difficult. Illness and infection happen more frequently as the body lacks important nutrients, strength and energy. What starts as a small habit can become worse and result in a more serious eating disorder. Crash dieting makes a person more prone to injury as well as more tired, dizzy, irritable or depressed, none of which are positive for an athlete. Learning about good nutrition is a helpful way for those with disordered eating patterns to make more healthy choices. However, it isn't always that simple, especially for someone with an eating disorder; the goal of Pacific Athletics is to provide the tools to assist with the prevention, recognition and management of disordered eating in student-athletes.

PREVENTION EDUCATION

Pacific Athletics believes in the prevention of disordered eating and offers the following educational guidelines.

- Training and education about disordered eating and warning signs will be provided to Pacific Athletics staff as organized by the Associate Director of Athletics for Student-Athlete Services and Compliance.
- Coaches should avoid pressuring athletes to diet and lose weight; if there are concerns about a student-athlete's health and performance, please refer to the management section of this policy.
- Athletic teams will have group meetings with the Registered Dietitian to discuss healthy eating habits and nutritional needs specific to that team. Designated teams will have more individualized sessions throughout the academic year.
- The Registered Dietitian will be available for individual nutritional counseling and meal plans for the student-athletes. Responsible and realistic weight loss/gain plans will be developed on an individual basis and frequent weigh-ins will be discouraged.
- Counseling services will be available for individual consultations with student-athletes and educational opportunities for staff members.



RECOGNITION

All members of the athletics department play an important role in the recognition of disordered eating, including fellow student-athletes, coaches, athletic trainers and all other athletic staff members. Although these disorders may be difficult to recognize, the following signs and symptoms can be used to identify a possible problem. If a student-athlete or staff member recognizes these signs and symptoms, please follow the steps found under Management section of this policy.

Some common signs of eating disorders are: constant thinking about eating, food, weight and body image • repeatedly counting calories • weighing oneself many times a day • making judgments about oneself based on how well eating is controlled • being secretive about food • frequent bathroom visits after meals • stealing food or hiding it in strange places • dental problems, frequent sore throats and bad breath • calluses and cuts on hands and fingers • eating only food low in calories and/or fat • engaging in excessive exercise • avoiding food related social activities • lack of menstrual periods • unusual fatigue

Weigh-Ins and Body Composition Measurements

Student-athletes' body weight and Body Mass Index will be measured as a component of annual pre-participation physicals to ensure health is being maintained. Body composition will be measured as determined by Health Services and Sports Medicine staff. Additional body weight measurements may be conducted during administratively approved designated training phases by athletic trainers and/or strength and conditioning coaches.

A student-athlete whose body mass index falls above or below a scientifically established range may be identified by a Certified Athletic Trainer and referred to the Registered Dietitian to establish a plan for reaching the target range. If the student-athlete's body composition is below the target range, a mandatory meeting and subsequent medical referral will take place. A BMI below 17.5, body weight below 85% of normal or ideal body weight, substantial, rapid weight loss, and/or inappropriate compensatory behaviors at least once per week (binging, purging, excessive exercise, use of OTC's to prevent weight gain, etc.) will be used to determine if a student-athlete may need to be referred for further evaluation.

If a coach has concerns about a student-athlete's performance being impeded by weight (too much or too little), he/she should discuss those concerns with a Certified Athletic Trainer and/or Registered Dietitian, who will determine if a plan is needed and discuss with the student-athlete if necessary. Coaches will NOT conduct student-athlete weigh-ins, body composition measurements or directly discuss issues of weight management at anytime. Sports Medicine staff members may weigh student-athletes and only provide information to coaches for technology needs or practice performance and recovery. Determining whether additional weigh-ins or body compositions will be conducted is at the discretion of the Certified Athletic Trainers and/or Registered Dietitian and will be conducted on an individual basis. Coaches will NOT make specific diet or vitamin supplement recommendations to student-athletes; a Registered Dietitian's expertise is necessary to ensure the overall health and performance of the student-athlete.



MANAGEMENT

If an Athletics staff member or student-athlete is concerned that a student-athlete may be at risk due to disordered eating patterns or behaviors, he or she should bring his/her concerns for the student-athlete to any or all of the Certified Athletic Trainers, any or all coaches, the Registered Dietitian, and/or the Director of Health Services. The concerned party can begin the process by contacting the person on the above list with whom he or she is the most comfortable; however, information may be shared among the above parties. If this concern is brought to a coach, it is that person's responsibility to talk with an appropriate health care professional to facilitate further assessment and to not meet with the student-athlete of concern directly. Once the issue is brought to a health care professional, it is then referred to the Eating Disorder Management Team (EDMT) who will gather and document specific information regarding the student-athlete's behavior and determine risk.

The EDMT consists of a Certified Athletic Trainer, Registered Dietitian, Director of Health Services and CAPS as needed. The EDMT will formulate a plan to initiate contact with the student-athlete. It must be made clear to all parties concerned that the health and well-being of the student-athlete comes first. The Certified Athletic Trainer will arrange to meet with the student athlete to discuss the concerns raised regarding his/her disordered eating behavior and obtain subjective or objective evidence. Such evidence may include changes in body weight, daily calorie intake, assessment/questionnaire, excessive exercise, restricting behaviors, etc. Once contact is made with the student-athlete, it should be made clear that the reason for the meeting is to express concern for the student-athlete's health, not just as a student-athlete but also as a whole person. If an incoming student-athlete is identified as having possible disordered eating, an eating disorder or body weight is not in the proper range during the Athletic Training intake or physical exam, the EDMT will meet and formulate a plan before the athlete is cleared for participation. The same policy described above will be followed.

Based on the information gathered by the EDMT, findings may warrant further treatment or intervention to ensure the health and safety of the student-athlete during athletics participation. If further treatment is necessary, the following steps may be taken:

- The student-athlete will be asked to undergo an evaluation by the Certified Athletic Trainer and/or Registered Dietitian for further objective findings (i.e. significant weight loss, low % of body fat, etc.);
- The student-athlete may be asked to seek further medical evaluations and treatment;
- The student-athlete may be suspended from intercollegiate athletics participation based on medical evaluation;
- A treatment plan will be developed based on further medical evaluation and recommendations.

If a student-athlete does not follow through with any step of the EDMT treatment plan, the student-athlete will have two weeks to meet the stipulations or he/she may be removed from athletics participation until the requirements are met.

If a student-athlete is ultimately found to be at risk, there must be communication with athletics administration to ensure that the student-athlete is not at further risk by fully participating in athletics (including practice, conditioning, competition, etc.). Specific information will not be shared with the student-athlete's coach until the student-athlete agrees. Such communication with administration is not intended to compromise the student-athlete's privacy, but rather to protect the student-athlete and his/her teammates from injury or additional harm.



If further intervention is necessary due to severity or noncompliance with the treatment program, the Certified Athletic Trainer(s), treating clinicians, and Athletic Administration will implement a committee known as the Eating Disorders Intervention Team (EDIT). EDIT will develop an initial detailed written contract outlining athletic participation, further treatment options and consequences if the contract is not met. The student-athlete will then be given the opportunity to review the contract and provide feedback and suggestions. EDIT will review the student-athlete's feedback and finalize the contract for signatures. Given the nature of the eating disorders and obligation to protect the student-athlete from additional injury or harm, EDIT may decline to incorporate the student-athlete's suggestions in the final contract. Parental notification may be deemed necessary and will be determined by EDIT. Pacific's EDIT shall consist of the following members:

- Student-Athlete
- Student-Athlete's chosen representative (to act in support of the student-athlete and assist in communication of the issues, not to suggest or design a plan)
- Director of Health Services
- Registered Dietitian
- CAPS Staff Member
- Certified Athletic Trainer(s)
- Director of Athletics and/or Associate Director of Athletics for Student-Athlete Services and Compliance
- Office of Student Life administrator

If a student-athlete does not follow through with any step of the EDIT treatment plan, the student-athlete will have two weeks to meet the requirements or show progress towards meeting the requirements. If after two weeks, the student is not meeting the requirement(s) or showing progress towards meeting the requirements, the EDIT committee will reconvene to discuss the next step. At this point, the coach may be included in the discussions. Possible next steps could include higher level treatment or suspension from the team. If a student-athlete would choose to leave the team, the Student Life Student of Concern Committee will be notified and this committee will be responsible for determining if it is safe for the student to remain on campus without treatment. If the student-athlete is attempting to meet the requirements, but is not making progress due to the severity of the disorder, the student or the committee may ask to revise the plan for more appropriate level of care. The new plan will outline the new requirements for clearance.

Once the student-athlete meets the terms of the contract and is demonstrating healthier behaviors, EDIT members will be consulted for approval to refer the student back to the EDMT. The EDMT will develop a new treatment plan outlining ongoing.



Pregnancy Policy

This policy has been developed to establish protection for the pregnant student-athlete and her unborn child. The procedures outlined in this policy will allow the student-athlete to make the best decisions concerning her pregnancy and her future as a collegiate athlete.

What to Do if You Become Pregnant?

As soon as you learn that you are pregnant, you should inform a certified athletic trainer, your personal physician, OB/GYN, team physician and family or others who are important to you.

Continued communication with the athletic training staff throughout the process is imperative for your safety. Your right to privacy is the same for pregnancy as it is for any other personal medical information. Your medical information will be kept confidential unless you give permission to release the information. Pregnancy can be a life-changing event, and Pacific Athletics wants to protect your physical and mental health as well as the health of your fetus during the challenges which arise during the early stages of pregnancy. Do not withdraw from your sport before talking to someone, as this can result in loss of your athletic financial aid.

Can You Continue to Train and Compete?

The NCAA Sports Medicine Handbook includes the following guidelines:

- The safety to participate in each sport must be dictated by the movements and physical demands required to compete in that sport. Many medical experts recommend that women avoid participating in competitive contact sports after the 14th week of pregnancy. Athletics activities associated with a high risk of falling should be avoided during the pregnancy.
- Women who have medical conditions that place their pregnancies at high risk for complications should avoid physical activity until consultation with their obstetrician.
- The student-athlete should be aware of the warning signs to terminate exercise while pregnant: vaginal bleeding, shortness of breath prior to exercise, dizziness, headache, chest pain, calf pain or swelling, preterm labor, decreased fetal movement, amniotic fluid leakage and muscle weakness.

You will be permitted to participate athletically if you present a written consent form and waiver signed by you and your OB/GYN detailing the magnitude and extent of the allowable participation. Additionally, your participation must be approved by the team physician. After the pregnancy, the team physician will determine whether or not you will be cleared to return.

What Happens to Your Scholarship?

If you are pregnant and inform your athletic trainer, coach or administrator, your athletic aid agreement will not be revoked due to pregnancy. Voluntary withdrawal from your sport without disclosure may result in loss of athletic aid. Consideration of future athletic aid will be at the discretion of the head coach and Director of Athletics. NCAA rules permit a one-year extension of the five year period of eligibility for pregnant student-athletes.

Who Pays for Your Medical Expenses?

You are responsible for all medical expenses related to the pregnancy.

Where Can You Go For Support?

Sport Medicine staff will provide referrals for counseling and physician services at Cowell Wellness Center.

What If You Are a Male Student-Athlete Whose Partner Becomes Pregnant?

While male student-athletes are not affected physically by pregnancy like female student-athletes, they can have stress over the pregnancy and worry about their pregnant partner. We encourage you to discuss these issues with your partner and health care providers at Cowell Wellness Center.

Pregnant Student-Athlete Informed Consent

I, _____, acknowledge that I have sought medical attention and advisement for my pregnancy and sport related issues, according to Pacific's Student-Athlete Pregnancy Policy. I understand that according to the NCAA, I am entitled to continue my athletic and academic careers, and may apply for an additional year of athletic eligibility. I recognize that any treatment or limitation listed below is for my protection and the protection of my developing child, and I will adhere to the specific guidelines set forth by my physicians. I acknowledge that there is risk involved and take full responsibility for such risk.

Physician notes and signatures would follow.



Sports Medicine Facility

The sports medicine facility is located in the east end of the Pacific Intercollegiate Athletics Center. Student-athletes should find an Sports Medicine member as they enter the area through the double doors. A verbal or written injury report is available to coaches and strength and conditioning staff on a daily basis. The report includes any student-athletes with limitations in practice and/or in the weight room. Any student-athlete not listed on the injury report should be cleared for all activities.

Student-athlete status is listed as follows:

- **Full:** Athlete is cleared to participate in all activities.
- **Limited:** Indicates ability to participate on a partial level. This may mean nothing full speed or against competition, a release from certain activities, practice to pain tolerance of the athlete or other limitations.
- **Pending:** Restricted from all activity until further evaluation is complete, records have been received, insurance information is obtained or test results have been returned.
- **Out:** Athlete is not to participate in competition, practice or weights.

All injury conditions, treatments and status are confidential and should be treated as such by all parties.

When school is in session, all treatment should take place in the morning (between 8:30am and 1:00pm). Afternoons are reserved for practice preparation and taping. Student-athletes who have class or work conflicts are encouraged to contact an Athletic Trainer to arrange for treatment in the early morning or afternoon. An Athletic Trainer will remain on call at all times. The sports medicine facility is open one and one half hours before practice and two hours before each competition. Student-athletes should leave enough time for both treatment and taping.

Student-athletes should report all injuries to the Sports Medicine staff as soon as possible and then follow directions concerning the care of injuries as given by the Athletic Trainers and/or physicians. Student-athletes must have all injuries evaluated by a staff athletic trainer within 2 days of sustaining the injury. Any injury or illness sustained while not at a practice or game, or any visit to the Health Center for medical purposes must be reported to a member of the sports medicine staff as soon as possible.

Take stock in your own health. If you feel the course of treatment prescribed to you is not adequate or you would like to take additional measures, such as seeing a physician, please communicate this with the athletic training staff. Team physicians will make periodic visits to the athletic training facility for consult and evaluation. With proper referral, orthopedic physicians and other providers are available through their private practices.

Staff Contacts

Chris Pond

Assistant Director of Athletics for Sports Medicine and Wellness, Head Athletic Trainer
946-2588
cpond@pacific.edu

Annette Martinez

Sr. Associate Director of Sports Medicine, Associate Head Athletic Trainer
946-2588
amartinez@pacific.edu

Sara Vargas

Associate Director of Sports Medicine
946-2588
svargas@pacific.edu

Dominic Alejandre

Assistant Director of Sports Medicine
946-2588
daljeandre@pacific.edu

Kristin Wright

Assistant Director of Sports Medicine
946-2588
kwright1@pacific.edu



For proper care, prevention and treatment of injuries, student-athletes should fully disclose all injury facts to the Coaches, Athletic Performance staff and the Sports Medicine staff.

Student-athletes should follow directions concerning the care of injuries as given by the physicians or athletic trainers. Student-athlete care and wellness is a shared responsibility.

Water bottles are distributed at the completion of pre-participation physicals. The bottles are to be carried to and from practice daily by the student-athlete. Water is available at all practices. Sharing of bottles may spread illness and is not encouraged. Proper hydration mixed with adequate nutrition greatly reduces the potential for injury and illness. The Sports Medicine staff welcomes questions regarding nutrition or hydration.

Proper attire should be worn at all times in the Sports Medicine facility. Professionalism should prevail. Shirts should be worn at all times, unless a student-athlete is receiving treatment on areas requiring otherwise. No cleats or equipment bags are permitted in the athletic training facility. All team rules are in effect while in the athletic training facility.

Student-athletes should take stock in their own health and communicate with the Athletic Trainers. Second opinions, treatment changes and doctor visits may be arranged through the Certified Athletic Trainers. Surgery, prescription medication and MRIs are arranged at the discretion of the physician.

For additional information or more complete rules, see a member of the Sports Medicine staff.





Athlete Performance Center

The Athlete Performance Center is designed to help student-athletes achieve and maintain their best physical performance condition. Individual and team workout times are set by the coach and the Athlete Performance staff, or by appointment in special circumstances. Once a workout is scheduled, it is mandatory for a student-athlete to attend. Rules and consequences for tardiness and absences are administered on a team by team basis.

Proper workout attire must be worn by all individuals using the Pacific Athlete Performance Center. Additionally, student-athletes may not wear clothing from other schools and universities while training; only Orange, Black, White or Gray clothing is permitted. Changing of clothes is to be done in the restrooms or locker rooms, not in the Athlete Performance Center.

Disruption of the workouts and competitions of others should be avoided. If disruptive behavior continues after a warning, the individuals may be dismissed from the Athlete Performance Center and risk losing training privileges.

No alcohol or non-therapeutic drug use is allowed in the facility. Anyone suspected of being under the influence of alcohol or non-therapeutic drugs will be reported to his/her head coach. Student-athletes should follow their workouts according to the order of exercises listed and prescribed sets and repetitions; any alterations, changes or deviations must be approved by the Athlete Performance staff. Weights and equipment should be put away after use. Student-athletes must bring a Sports Medicine issued water bottles.

Student-athletes who are sick or injured must see an athletic trainer to be excused from a workout or particular exercise. Student-athletes are expected to be on time for scheduled workouts. If schedule changes are necessary, arrangements should be made in advance.

All workouts must be supervised by a member of the Athlete Performance staff. Any injuries should be reported immediately.



Staff Contacts

Jonathan Wall
Director of Athlete Performance
946-2819
jwall1@pacific.edu

Bennett Reed
Assistant Director of Athlete Performance
946-2819
breed@pacific.edu

Joe Sarcos
Assistant Director of Athlete Performance
946-2819
jsarcos@pacific.edu

Antonio Hernandez
Assistant Athlete Performance Coach
946-2819
ahernandezescobar@pacific.edu



Athletic Equipment Room

The equipment room is open 45 minutes before practice and 90 minutes before competition. It is the student-athlete's responsibility to allow enough time to exchange equipment and/or clothing and get dressed. Only complete sets of clothing may be exchanged and no special sets will be made. The student-athlete is responsible for proper care and maintenance of issued equipment. Replacement policies and costs will be discussed with student-athletes by team coaches.

Staff Contacts
Lorraine Wyatt
Manager of Equipment
Operations
946-2441
lwyatt@pacific.edu

Issued Pacific equipment is to be worn only during official Pacific practices and games. Use of Intercollegiate equipment for intramural or casual-wear is prohibited. Intercollegiate Athletics equipment should be kept in lockers. Laundry service is for issued equipment/clothing only. No personal laundry should be done in the Athletics Equipment Room.

Each student athlete who is issued non-expendable apparel/equipment is responsible for returning it in good condition (allowing for normal wear and tear), following criteria established by the Manager of Equipment Operations. Non-expendable apparel/equipment is defined as apparel/equipment that is expected to be used in future athletic seasons and includes items such as travel suits, warm-ups, uniforms, protective equipment, etc. Expectations as to what is expendable and what is non-expendable apparel/equipment will be made clear at the time of issuance by the equipment staff.

When traveling, each individual is responsible for ensuring that all articles are placed in his or her bag for return to campus. Any articles that are missing are the financial responsibility of the individual.

Student-athletes withdrawing from the University or dropped from a team are required to return all athletic equipment and apparel. Apparel and equipment must be returned no later than two (2) weeks following the drop from the team roster. A hold will be placed on the student's account until payment is received for any issued apparel that is not returned at the end of the season.





Athletics Communications

The Athletics Communications staff serves as the liaison for the media with Pacific student-athletes. The Athletics Communication staff produces a number of publications from press guides to game programs, and maintains and updates PacificTigers.com. The office generates press releases and publicizes Tiger student-athletes, coaches and sports programs. Office personnel also handle nominations for Academic All-American teams. Athletic Communications personnel are present at all home and many road contests to record results and handle media needs.

The Athletics Communications staff makes dealing with the media a pleasant and manageable experience. A wide variety of local and national media outlets, ranging from The Pacifican, to the Stockton Record, to ESPN may be interested in covering Tiger Athletics. The Athletics Communications staff helps coordinate all publicity for student-athletes and their teams.

Media Principles

There are four simple and very important rules for student-athletes to use when working with the media:

- All media interviews should be arranged through the Athletics Communications staff;
- Personal telephone numbers should not be given to members of the media
- If you have an interview scheduled, show up on time; and
- No dialogue with a member of the media should ever be considered “off the record.”

Policy Reminder

We ask the media to direct all interview requests through the Athletics Communications Office. We will contact you and work around your schedule. You may be asked to come to the Athletics Communications Office at an agreed time to be interviewed in person or to conduct a phone interview. If several members of the media wish to speak with you, we may arrange a larger meeting or a conference call to help you save time.

In addition, following the conclusion of games, coaches and student-athletes are expected to make themselves available for interviews within a reasonable amount of time (generally after a 10-minute “cooling off” period). These post-game interviews may come in front of a group of media, a one-on-one interview with a reporter, or a live interview on radio or television. While it is understood that after a rough loss talking to the media may be difficult, you are still expected to be cordial and available to the media after all wins AND losses.

Staff Contacts

Alex Leroux

Assistant Director of Athletics,
Communications (MWP, WWP,
SWIM & DIVE)
209-946-2730
aleroux@pacific.edu

Zachary Karbach

Assistant Director, Athletics Com-
munications (MSOC, WSOC,
WBB, MTEN, WTEN, BASE)
209-946-2479

Henry Golden

Assistant Director, Athletics Com-
munications (MBB, VB, BVB, SB,
XC + T&F, GOLF)
209-946-2866
hgolden@pacific.edu



Inside Pacific

<https://insidepacific.pacific.edu>

Students may access their InsidePacific account to register for courses, get current campus news, access the student directory, check class rosters, view personal and campus announcements, manage their student account and more.

Intercollegiate Athletics recommends that all student-athletes become familiar with the features of their InsidePacific account and take a proactive approach to addressing matters such as course registration and student account management.

Student Accounts

(209) 946-2517

Student Accounts bills and collects for tuition, room and board, other student charges and returned checks. Counseling is available to help students learn how to meet their financial obligations. For general information, contact the Compliance Staff or a Student Accounts representative.

Financial Aid

(209) 946-2421

The Financial Aid Office administers all institutional financial aid (including athletically related financial assistance). The Financial Aid Office also maintains information regarding an array of available scholarships and coordinates student loans. For information regarding financial aid, please contact the Compliance Staff or a member of the Financial Aid Office.

Registrar's Office

(209) 946-2135

The Registrar's Office handles matters regarding registration, academic standing (probation, provisional registration and suspensions), transcripts and petitions for exceptions to various academic policies.

Housing and Greek Life

(209) 946-2331

The diverse system of undergraduate housing at Pacific provides students with a variety of educational settings including academic theme and focus residence halls, apartments and suites, in addition to traditional residence halls. All housing facilities are staffed with student resident assistants. All students with freshman or sophomore academic standing are required to live on campus.



Campus Dining

(209) 946-2331

There are many dining options available to Pacific students. Students residing in residence halls or University apartment facilities must participate in a University meal plan. Students residing in the fraternities or sororities are required to participate either in a University or fraternity/sorority meal plan each semester. Meal plans are sold at various levels, based on a declining balance system. Students will receive a Tiger dollar value based on their selected dining plan, and those Tiger dollars may be used at any University dining location.

Students are strongly encouraged to monitor their Tiger dollar balance on a frequent basis and to budget their Tiger dollars appropriately to last throughout the duration of the semester.

Student Parking

(209) 946-2040

Students may purchase a yearly parking permit at the Cashier's Office at the beginning of each academic year.

Students who reside on the south side of the Calaveras River may purchase "B" parking permits, which are good in all "B" lots on the Stockton campus.

Students who reside on the north side of the Calaveras River may purchase "N" permits, which are valid in all "B" lots on the north side of the Calaveras River. "N" permits may also be used to park in Lot 1 and Lot 3 on the south side of the Calaveras River.

Counseling and Psychological Services (CAPS)

209-946-2315 ext. 2 - During Business Hours

209-946-2315 ext. 3 - Outside Business Hours

Counseling and Psychological Services (CAPS) mission is to promote student growth and development, with regard to both personal characteristics and interpersonal competence. This is accomplished through the service of enabling students to benefit from and maximize their educational experience at Pacific. Through individual, couples, and group psychotherapy, persons may come to appreciate the uniqueness of their personalities and discover new ways to develop their potential

Victim Advocacy Program

(209) 403-0250 (24 hrs.)

The Victim Advocacy Program provides free and confidential information, advocacy and support to students who may be victims of crime, violence or abuse.

Athletics Department Directory



Director of Athletics

Janet Lucas	Director of Athletics	209-946-3208
Linda Vasquez	Administrative Assistant	209-946-2341

Leadership Team

Bálint Sztáray	Faculty Athletics Representative	209-946-2654
Wes Yourth	Deputy Director of Athletics/Chief Operating Officer	209-946-7408
TBA	Senior Associate Director of Athletics for Student-Athlete Services & Compliance/SWA	209-946-2307
Tim Dickson	Executive Associate Athletic Director for Development	209-946-3177
Michael Hermann	Senior Associate Director of Athletics for External Operations	209-932-2954

Student-Athlete Services & Compliance

TBA	Senior Associate Director of Athletics for Student-Athlete Services & Compliance/SWA	209-946-2307
Taylor Wright	Assistant Athletic Director for Student-Athlete Services	209-946-2513
Wendy Cornwall	Assistant Director of Compliance	209-946-2934
TBA	Coordinator for Student-Athlete Services	209-946-2812
TBA	Student-Athlete Services & Eligibility Specialist	209-946-3976

Sports Medicine

Chris Pond	Assistant Director of Athletics for Sports Medicine and Wellness, Head Athletic Trainer	209-946-2588
Annette Martinez	Senior Associate Director of Sports Medicine, Associate Head Athletic Trainer	209-946-2588
Sara Vargas	Associate Director of Sports Medicine	209-946-2588
Dominic Alejandre	Assistant Director of Sports Medicine	209-946-2588
Stephanie Nguyen	Assistant Director of Sports Medicine	209-946-2588
Patrick Saiki	Assistant Director of Sports Medicine	209-946-2588
Kristin Wright	Assistant Director of Sports Medicine	209-946-2588

Athlete Performance

Bennett Reed	Director of Athlete Performance	209-946-2819
Antonio Hernandez- Escobar	Assistant Director of Athlete Performance	209-946-2819
Mason Mathews	Assistant Director of Athlete Performance	209-946-2819
Joe Sarcos	Assistant Director of Athlete Performance	209-946-2819

Athletics Communication

Alex Leroux	Assistant Director of Athletics, Communications	209-946-2730
Zachary Karbach	Assistant Director, Athletics Communications	209-946-2479
Henry Golden	Assistant Director, Athletics Communications	209-946-2866

Ticket Sales & Operations

Mike Kalchik	Ticket Operations Manager	209-946-2030
Philip Proctor	Ticket Experience Coordinator	209-932-7677



Athletics Department Directory

Baseball

Chris Rodriguez	Head Coach	209-946-2709
Elliott Cribby	Assistant Coach	209-946-2386
Ben Buechner	Assistant Coach	209-946-2163
Garrett DeGallier	Volunteer Assistant Coach	209-946-2163

Beach Volleyball

Greg Gibbons	Head Coach	209-946-2579
Katie Walker	Assistant Coach	209-946-2723
Carl Wheeler	Volunteer Assistant Coach	

Men's Basketball

Leonard Perry	Head Coach	
Josh Newman	Assistant Coach	209-946-2720
Justin Brown	Assistant Coach	209-946-2784
Jason Levy	Assistant Coach	209-946-2784
Anthony Rini	Director of Men's Basketball Operations	209-946-2785

Women's Basketball

Bradley Davis	Head Coach	209-946-2329
Amy Starr	Associate Head Coach	209-946-2714
Amanda Brown	Assistant Coach	209-946-2711
Jovana Subasic	Assistant Coach	209-946-7303
Gabby Green	Creative Content and Video Coordinator	209-946-2031
Amanda Leland	Director of Women's Basketball Operations	209-946-7303

Women's Cross Country

Josh Jones	Head Coach	209-946-2706
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Men's Golf

John Cook	Head Coach	209-946-2713
Andrew Moren	Assistant Coach	209-946-2713

Men's Soccer

Adam Reeves	Head Coach	209-946-2289
Brian Lanoye	Assistant Coach	209-946-2727
Darren Leslie	Assistant Coach	209-946-2727

Women's Soccer

Danesha Adams	Co-Head Coach	209-946-7302
Joseph (JJ) Wozniak	Co-Head Coach	209-946-7301
Lauren Smith	Assistant Women's Soccer Coach	209-946-2129



Softball

Brian Kolze	Head Coach	209-946-2699
Hailey Decker	Assistant Coach	209-946-2024
Tory Yamaguchi	Assistant Coach	209-946-2700

Men's & Women's Swimming

Katelyne Herrington	Head Coach	209-946-2710
Nathan Leroy	Assistant Coach	

Men's Tennis

Robin Goodman	Head Coach	209-946-3321
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Women's Tennis

Mike Erwin	Head Coach	209-946-2128
Mike Palacio	Assistant Coach	

Women's Track

Josh Jones	Head Coach	209-946-2706
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Women's Volleyball

Greg Gibbons	Head Coach	209-946-2579
Cory Riecks	Assistant Coach	209-946-2724
Katie Walker	Assistant Coach	

Men's & Women's Water Polo

James Graham	Head Coach	209-946-2736
Derek Clappis	Assistant Coach	
Adam Foley	Assistant Coach	

For full University of the Pacific Athletics Staff Directory, please click [here](#).



OTHER IMPORTANT NUMBERS

Admissions	209-946-2211
Bookstore	209-460-3875
Career Services Center	209-946-2361
Computer Help Desk	209-946-7400
Counseling and Psychological Services	209-946-2315 ext. 2 - During Business Hours 209-946-2315 ext. 3 - Outside Business Hours
Cowell Wellness Center	209-946-2315
General Academic Tutoring Center (GATC)	209-946-2437
Financial Aid	209-946-2421
Library	209-946-2431 - Circulation 209-946-2940 - Rite Aid Information Commons
Public Safety	209-946-3911 - Emergency 209-946-2537 - Non-Emergency
Registrar	209-946-2135
Registered Dietitian	209-946-2315
Residential Life and Housing	209-946-2331
Title IX Coordinator	209-946-7770

Notes





Tiger Fight Song

Come on you hungry tigers - fight - fight - fight
Let's win the game you tigers - fight - fight - fight
See the tigers breaking through, After goals we'll get them too
Fighting for UOP, We're after victory -
So hail, oh hail the orange and black
See those banners gleam -
We'll shout for fame, Cause we'll win the game!!
We're the fighting tiger - We're the fighting tiger -
We're the fighting tiger team!!

Pacific Hail!

(Words and music by Lois Warner Winston, '23, '58)
From o'er the rugged mountains standing high;
From out the broad low valleys, 'neath the sky;
Our alma mater calls, We cannot fail,
Our voices blend in praise, Pacific Hail! Pacific Hail!
Long may her flaming torch give out its light;
Long may her spirit guide us in the right;
To her we pledge our hearts, We dare not fail;
To her we raise our song,
Pacific Hail! Pacific Hail!

