

2025-26
STUDENT ATHLETE
HANDBOOK

UNIVERSITY OF CINCINNATI



2025-26 ACADEMIC CALENDAR

FALL SEMESTER 2025

Classes begin	Monday, Aug. 25
Holiday: Labor Day	Monday, Sept. 1
Fall Reading Days	Thursday, Oct. 9 - Friday, Oct. 10
Holiday: Veteran's Day	Tuesday, Nov. 11
Holiday: Thanksgiving Weekend	Thursday-Sunday, Nov. 27 - Nov. 30
Classes end	Friday, Dec. 5
Examinations	Saturday-Friday, Dec. 6-12
Fall Semester ends	Friday, Dec. 12

SPRING SEMESTER 2026

Classes begin	Monday, Jan. 12
Holiday: Dr. Martin Luther King Jr.'s Birthday	Monday, Jan. 19
Spring Break	Monday-Sunday, March 16-22
Classes end	Friday, April 24
Examinations	Saturday-Thursday, April 25 – April 30
Spring Semester ends	Thursday, April 30

SUMMER SEMESTER 2026

Classes begin	Monday, May 11
Holiday: Memorial Day	Monday, May 25
Holiday: Juneteenth	Friday, June 19
Holiday: Independence Day	Friday, July 4
Examinations	Last Day of Classes
Summer Semester ends	Saturday, August 8

SUMMER SEMESTER SESSIONS 2026

Full Session Term	Monday, May 11 – Saturday, Aug. 8
May-mester, Session M	Monday, May 11 – Sunday, May 31
1st Half Session, Session D	Monday, May 11 – Wednesday, June 24
Session A	Monday, June 1 – Sunday, July 5
2nd-Half Session, Session E	Thursday, June 25– Saturday, Aug. 8
Session B	Monday, July 6 – Saturday, Aug. 8
Flex Session, Session F	Dates vary by class
Examinations for all Sessions	Last class meeting

DIRECTOR OF ATHLETICS JOHN CUNNINGHAM

As we look ahead to the 2025–26 year, there's never been a more exciting time to be a Bearcat.

You are entering a moment of momentum—one fueled by bold progress, relentless effort, and a shared belief in what we're building together at the University of Cincinnati. In just two short years in the Big 12, we've established ourselves not only as competitors but as leaders—on the field, in the classroom and in the community.

That standard continues with you. Whether it's competing for championships, breaking academic records, or giving back to our city, Bearcats are setting the pace.

This past year, Kerrington Cross led our baseball team to the NCAA Tournament and earned Big 12 Player of the Year honors. Justin Abram, once a walk-on, became a First Team All-American in track & field. Joleigh Crye placed fourth in the 100m breaststroke at the NCAA Championships, which is the best swim finish in school history. And All-Big 12 selection Jillian Hayes showed what it means to lead with pride in your hometown.

These stories, and the many others you're writing, reflect what's possible when preparation meets opportunity.

As we enter Year 3 in the Big 12, we do so with confidence. You are part of a department that achieved a record 3.52 GPA, produced five Big 12 individual champions, extended our football NFL Draft streak to 10 years, and earned national recognition for our sports medicine team. But our greatest strength is the people, like you, who show up every day with the drive to get better, support one another, and represent Cincinnati with excellence.

The future isn't just ahead of us, it's already underway. And you are leading the charge.

Let's keep building together.

John Cunningham

Director of Athletics

WELCOME TO THE BEARCATS FAMILY!

University of Cincinnati Athletics

2751 O'Varsity Way, Richard E. Lindner Center Cincinnati, OH 45221-0021

STAY CONNECTED

www.GoBEARCATS.com

You should feel proud that your scholastic achievement and athletic abilities have created a place for you at the University of Cincinnati, where you will be challenged to reach your full potential academically, athletically and as future leaders.

This handbook is designed to provide student-athletes with information concerning policies of the University of Cincinnati and the University of Cincinnati athletic department. It is not intended as a substitute for other important university publications. Therefore, it does not duplicate much of the information contained in those publications. This handbook is a supplement to other sources of information and should be regarded and used as such.

The most important thing to remember is that help of all kinds – academic, social, athletic, health-related – is available if you need it. If you cannot find the answers to your questions in this book, ask.

We are here to help.

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STUDENT-ATHLETE ADVISORY COMMITTEE

The University of Cincinnati Department Of Athletics has instituted the Student-Athlete Advisory Committee. All varsity sports have representatives who serve on the board, which meet regularly during the academic year to discuss issues and legislation brought to them by their teammates, the department of athletics, the conference, and the NCAA.

THE MISSION OF SAAC HAS SIX PARTS:

- To assess and advise on the needs for expanded education for student-athletes on various topics such as leadership training, career planning, and NCAA legislation;
- To encourage teams to support all other teams through attendance at competitions;
- To explore and encourage development of community outreach programs;
- To enhance communication between the athletic department administration and the student-athlete population;
- To share SAAC meeting information with teammates and coaches after each meeting in a timely manner and solicit feedback when appropriate; and
- To abide by all established University policies and regulations governing student organizations and their welfare.

2025-26 SAAC Liaisons *(MBB, FB reps will be added after roster is finalized)*

- Marin De Villard (MSW)
- Kyle Baumgardner (MSW)
- Oliver Mayer (MTF)
- Isaac Schachleiter (MXC)
- Tiger Bartlett (MXC)
- Jacob Sebaugh (MXC)
- Harrison Sims (MGO)
- TBD (MBB)
- TBD (FB)
- Delaney Snyder (WBB)
- Ramiyah Byrd (WBB)
- Winnie Chiang (WGO)
- Mar Garcia Jimenez (WGO)
- Thea Work (WLA)
- Devon Cherry (WLA)
- Carly Oubs (WSO)
- Anna Barber (WSO)
- Sophie Schuetze (WSW)
- Katie Jackovic (WSW)
- Kate Mardis (WSW)
- Gabby Guenther (WTE)
- Lauren Ann Barnes (WTK)
- Annika Kinley (WTK)
- Courtney Clark (WTK)
- Gwen Stare (WXC)
- Amanda Cooper (WXC)
- Jocelyn Willis (WXC)
- Caroline Endres (WVB)

2025-26 Exec Board

- **President:** Lauren Ann Barnes (Leadership task force)
- **Vice President:** Annika Kinley (PD task force)
- **Communication:** Sophie Schuetze (CX task force)
- **Community Impact:** Thea Work (CI task force)
- **Marketing/Promotions:** Zeta Washington (Dept Engagement task force)

DIRECTORY

CAMPUS RESOURCE NUMBERS (513)

Accessibility Resources.....	556-6823
Bearcat Campus Card	556-2000
Bearcat ID Card	556-4925
Bearcat Promise Career Studio.....	556-2667
Bookstore (TUC).....	556-1700
Bursar (Pay Bills)	556-1000
Campus Information (TUC) ...	556-2831
Campus Recreation (CRC).....	556-0604
Campus Scheduling Office	558-1810
Counseling Center (CAPS)	556-0648
Directory Services	556-6000
Empower Learn Create	961-2825
Enrollment Services	556-1000
Ethnic Programs & Services ..	556-6008
Financial Aid	556-1000
Help Desk (UCIT)	556-4357
Housing & Meal Plans	556-6461
International Student Services	556-4278
Lost and Found.....	556-4900
MainStreet Connection Center	556-2831
Office of Equal Opportunity...	556-3349
Ombuds.....	556-5956
Parking Services	556-2283
Police (Non-Emergency)	556-1111
Steger Student Life Center ...	556-4119
Student Affairs	556-4119
Student Conduct	556-6814
Suicide and Crisis Lifeline.....	988
UC Psychiatric Emergency	584-8577
University Health, Student.....	556-2564
Wellness Center (SSLC)	556-6124
Women's Center (SSLC)	556-4401
Women Helping Women	381-5610

DEPARTMENT OF ATHLETICS LINDNER OFFICE SUITES

Business Office.....	874
Communications	860
Compliance	863
Creative Services & Video	856
Customer Service/Tickets .	480
Equipment.....	160
Marketing	864
NIL.....	763

Nutrition.....	657
S.A.S.S. (Academics).....	580
SA Development Academy...	560
Spirit Squads	864
Sport Medicine/Novacare...	265
Sport Psych. & Wellness....	382
UCATS.....	470

SPORT ADMINISTRATORS

Baseball:

Dr. Joe Luckey (joseph.luckey@uc.edu), 513-556-1348, Suite 560

Men's Basketball:

Brad Pike (brad.pike@uc.edu), 513-556-4603, Suite 874

Women's Basketball:

Maggie McKinley (maggie.mckinley@uc.edu), 513-556-3559, Suite 878

M/W Track & Field/Cross Country:

Maggie McKinley (maggie.mckinley@uc.edu), 513-556-3559, Suite 878

Grace Kroner (grace.kroner@uc.edu), 513-556-0574, Suite 863

Football:

John Daniel (john.daniel@uc.edu), 513-556-4839, Suite 874

Men's Golf:

Dr. Joe Luckey (joseph.luckey@uc.edu), 513-556-1348, Suite 560

Women's Golf:

Brad Pike (pikeby@ucmail.uc.edu), 513-556-4603, Suite 874

Lacrosse:

Keri Thoman (keralyn.thoman@uc.edu), 513-556-3934, Suite 560

Women's Soccer:

Keri Thoman (keralyn.thoman@uc.edu), 513-556-3934, Suite 560

M/W Swimming & Diving:

Dr. Joe Luckey (joseph.luckey@uc.edu), 513-556-1348, Suite 560

Tennis:

Karen Hatcher (karen.hatcher@uc.edu), 513-556-2539, Suite 465

Volleyball:

Karen Hatcher (karen.hatcher@uc.edu), 513-556-2539, Suite 465

SPORTSMANSHIP & ETHICAL CONDUCT

BIG 12 SPORTSMANSHIP AND ETHICAL CONDUCT

Principles of Sportsmanship and Standards for Conduct. The essential elements of character-building and ethics in sports are embodied in the concept of sportsmanship and six (6) core principles: trustworthiness, respect, responsibility, fairness, caring and good citizenship. The Member Institutions place great importance on the principles of sportsmanship and the ideal of pursuing victory with honor in intercollegiate athletics. Participation in athletics, including as a fan, is a privilege and not a right.

General Statements of Responsibility. All those associated with the Conference athletics programs, including institutional personnel and fans, have the responsibility to conduct themselves consistent with the principles of sportsmanship. The Conference adopts the following minimum standards of responsibility.

Institutional Responsibility. Member Institutions have the responsibility to take all reasonable steps to ensure that all institutional personnel, students and others in attendance at athletics events conduct themselves in a dignified manner and exhibit respect and courtesy toward game officials and those representing and supporting the opposing institution.

Athletics Department Responsibility. The Member Institution's AD shall have the responsibility to effectively communicate to all athletics department personnel, coaches and student-athletes the basic principles of sportsmanship and standards for conduct. It must be made clear that concerns about Conference programs, such as officiating, and other Member Institutions must be addressed with the appropriate Conference or institutional staff and not in a public forum.

Game Management Responsibility. The Member Institution's AD shall have the responsibility to take reasonable steps to create an environment that is fair and safe for visiting teams and officials. The AD, or his/her designee, must contact the visiting team's AD, or his/her designee, of a sport to address any issues and identify the game manager who can respond to concerns during the contest and the location of this individual during the contest. Each institution must arrange its seating at events so as to emphasize sportsmanship and minimize harassment of the visiting teams. Member Institutions must also have a protocol that ensures the protection of all participants and related personnel, particularly regarding court or field storming incidents.

Coach Responsibility. Coaches, as role models, have the greatest influence over the young people in their programs and must continually emphasize the need for sportsmanship. Coaches have the responsibility to control the behavior of their student-athletes and staff members to ensure they are demonstrating respect for their opponents, the game officials and the game itself. Coaches must remain in their designated areas during a contest and refrain from behavior with the purpose of inciting the crowd toward negative conduct.

Conference Responsibility. The Commissioner shall have the responsibility to promote and enforce these principles and standards of conduct in connection with all athletics events involving a Member Institution, including competition against non-conference institutions. The Commissioner shall have broad authority to interpret the rules, review disciplinary action taken by Member Institutions and further sanction those deemed to have violated the rules.

Violations. Violations of Section 11 and its subsets requiring actions by the Commissioner are:

Verbal or Physical Abuse. Prior to, during and after a contest, coaches, student-athletes, institutional personnel, spirit squads and others in attendance are prohibited from committing verbally or physically abusive acts toward game officials or an opponent's team members, coaching staff, institutional personnel or fans.

Comments About Officiating. Coaches, student-athletes and institutional personnel are prohibited from making any public comment regarding the game officials or the officiating at any contest. The public airing of officiating matters, whether directly or indirectly, during or after a game, verbally or by use of video, on or off the record, is prohibited.

Comments About Other Members. Coaches, student-athletes and institutional personnel are prohibited from making public comments that are negative about other Member Institutions, including, but not limited to, negative comments, whether made directly or indirectly, about the personnel, student-athletes, support groups and other matters related to the institution.

Court and Field Storming. A Member Institution must safely escort the visiting team, coaches, officials and other personnel off the playing surface, particularly in the event of a post-game celebration. All court and field storming incidents will be reviewed by the Conference.

Other Misconduct. In addition to the specific authority set forth in Rules 11.3.1, 11.3.2, 11.3.3 and 11.3.4, the Commissioner has the absolute discretion to impose sanctions for other unsportsmanlike conduct that is contrary to or inconsistent with the principles and expectations set forth in Rules 11.1 and 11.2.

Processing of Possible Violations. When a Member Institution has reason to believe that a violation of Section 11 and its subsets has occurred or is aware of an incident involving sportsmanship principles by either another member institution or its own institution, it shall be reported immediately to the Commissioner. Written communication between the Conference and the involved institution shall include copies to the president or chancellor and FAR.

Report of Commissioner. If the Commissioner believes a violation of these rules may have occurred, he/she or a designated Conference staff member will gather all information available for review of the matter. If the Commissioner believes that a violation occurred, a written report will be provided to the AD of the involved institution.

Response by Institution. After receipt of the Commissioner's report, the AD of the involved institution must submit, within 24 hours of receipt of the report, a written response to the Commissioner indicating the institution's position on the matter. See Rule 11.4.4 for exceptions to the 24-hour deadline.

Final Decision by the Commissioner. Within 24 hours of receipt of the institution's response, the Commissioner will send the final written decision to the AD of the involved institution, which will set forth the Commissioner's findings and penalty, if any, to be imposed. The institution will have 24 hours after receipt of the Commissioner's final decision to indicate in writing to the Commissioner whether it will appeal his/her decision under the provisions of Rule 11.5 below. See Rule 11.4.4 for exceptions to the 24-hour deadline.

Delegation of Authority and Timing Exceptions. The Commissioner or AD may designate another member of his/her staff to act on his/her behalf. In addition, the Commissioner shall have the authority to extend or shorten the 24-hour deadlines set forth above. In certain incidents where timing is of the essence, the Commissioner may initiate the process in Rule 11.4.1 verbally.

Penalties. The penalties that may be imposed by the Commissioner for violation of these rules may include, but are not limited to, private and public reprimand, institutional fines, and suspension from practice and/or competition.

Violation by a Director of the Board, Other Institutional Personnel, Institutional Board Member. The members of the Conference Board of Directors, high ranking institutional staff outside of athletics and institutional board members are obligated to adhere to these sportsmanship rules. The Commissioner shall submit a report to the full Board if it is alleged that such personnel have violated the rules. The Board has sole authority to consider the allegation and will determine whether a violation occurred and the penalty, if any, to be assessed.

Appeals. Only the president or chancellor of a Member Institution may submit an appeal on behalf of the institution or individual affected by the final disciplinary action of the Commissioner involving a suspension from competition or fine or forfeiture of a game. In all other cases, the Commissioner's decisions shall be final. An appeal must be submitted in writing to the Commissioner within 24 hours after receiving the final decision. The Board of Directors, or its designated committee, shall be the body to consider the appeal and shall do so as expeditiously as possible. The Board may increase or decrease any penalty imposed by the Commissioner.

Appeal Hearing. Once an appeal has been timely filed, a hearing in person or by teleconference will be conducted by the Board as expeditiously as possible. A minimum of three (3) Directors of Member Institutions not involved in the incident(s) that resulted in the Commissioner's penalty will be required to hear the appeal. The president or chancellor making the appeal must participate in the hearing.

Information Considered by Board. The president or chancellor filing the appeal must submit a written statement outlining the reasons for the appeal to the other Directors at least 24 hours prior to the hearing. In addition, the Conference office will submit its report, along with other relevant material (e.g., video, media reports, statements by witnesses) for the Board's consideration.

Hearing Process. If the chair of the Board cannot participate, he/she will appoint a chair for the appeal hearing from the Directors who will hear the appeal. The president or chancellor making the appeal will make an opening statement after the hearing is called to order by the chair for the hearing. The Conference staff will participate and will issue an opening statement as well. The hearing then will be open for discussion between all parties participating. The chair then will excuse everyone from the hearing except the Directors, who will deliberate and make a determination to uphold, modify or reject the Commissioner's final decision. In modifying the decision, the Directors are authorized to decrease or increase the Commissioner's penalties. The chair will then contact the Commissioner to relay the Board's decision and the Commissioner will notify the president or chancellor who submitted the appeal.

Final Decision. The decision of the Appeal Board shall be final.

Processing Sportsmanship Violations During Conference Championships. In recognition that an expedient process is required during championship events to address possible violations related to Sportsmanship and Ethical Conduct, all decisions of the Commissioner, or designee, are considered final, and not subject to appeal.

UC STUDENT-ATHLETE CONDUCT POLICY

I. PURPOSE

The University of Cincinnati (the “University”) Department of Athletics is committed to comprehensive excellence in the pursuit of creating meaningful academic, athletic, and social experiences for our student-athletes. We compete for victory and will represent our University and community with pride and distinction. This Student-Athlete Conduct Policy is designed to alert student-athletes to the behavior expected of them, and to the potential consequences that their behavior may have on their status as a student-athlete.

All student-athletes are members of the University’s student body. Student-athletes are students first, and their participation in intercollegiate athletics derives from their status as a student. Accordingly, all University policies governing student conduct, including the University’s Student Code of Conduct, apply to student-athletes. Student-athletes must also abide by the policies and procedures put into effect by the National Collegiate Athletic Association (NCAA), the Big 12 Conference, the University’s Student-Athlete Handbook, and their sport team-specific policies.

The Department of Athletics may take action under this Student-Athlete Conduct Policy regarding student-athletes’ participation in the University’s intercollegiate athletics program, and also regarding the awarding, renewal, and modification of athletically related financial aid, including but not limited to scholarship(s). Unless otherwise noted herein, action may be taken before University disciplinary or other external authorities have concluded disposition of the alleged violation. This Student-Athlete Conduct Policy is intended to complement, not replace, other rules and policies applicable to student-athletes.

II. STUDENT-ATHLETE MISCONDUCT

CRIMINAL OFFENSES

Any student-athlete cited or arrested for a felony, misdemeanor, or any lesser criminal offense other than a minor traffic violation (a DUI, DWI, OR OMVI is not a minor traffic violation) must notify their head coach (or assistant coach if the head coach is not available) as soon as possible after the citation or arrest. The Head Coach must notify the Sport Administrator and Chief of Staff immediately upon receipt of the information. Regardless of the nature of the criminal offense for which the student-athlete has been cited or arrested, the student-athlete will be immediately suspended from all team activities from the time of the citation/arrest.

The student-athlete, the head coach, and the Chief of Staff will meet to discuss the offense. After careful consideration of the totality of the circumstances, the Chief of Staff will either: (1) determine to wait until the completion of the criminal proceedings before deciding what sanctions, if any, to impose on the student-athlete; or (2) determine what sanctions, if any, to impose on the student-athlete. The decision will be communicated to the student-athlete in writing.

The Chief of Staff may put in place interim measures for the duration of the criminal proceedings. Interim measures may include, but are not limited to, conditions related to satisfactory academic performance, suspension from practice, suspension from competition, or suspension from access to athletic departmental services. The decision will be communicated to the student-athlete in writing.

Sanctions for criminal misconduct may include, but are not limited to: warning, reprimand, probation with or without conditions, requirements for restitution, conditions to encourage personal rehabilitation (e.g., education, counseling and community service), conditions related to satisfactory academic performance, suspension from practice, suspension from competition, suspension from access to athletic departmental services, dismissal from athletic department, or action to revoke or modify athletically-related financial aid. Any revocation or modification of athletically-related financial aid will be made in accordance with NCAA and University procedures outlined in the Student-Athlete Handbook.

SPORT TEAM-SPECIFIC CONDUCT REQUIREMENTS

Student-athletes are expected to abide by their sport team policies. Failure to do so may subject them to discipline by their sport team coach as outlined in the applicable policy. Prior to making a determination of the disciplinary action, the student-athlete, the head coach, and the sport supervisor will meet to discuss the alleged team policy violation. After careful consideration of the totality of the circumstances, the head coach and the sport supervisor will determine the appropriate sanctions. Multiple violations may increase the severity of sanctions. Progressive sanctioning is not required.

VIOLATIONS OF THE STUDENT CODE OF CONDUCT OR OTHER UNIVERSITY RULES AND POLICIES

When a complaint(s) is filed against a student-athlete with the Office of Student Conduct and Community Standards or other appropriate University office, the student-athlete, the head coach, sport supervisor and the Chief of Staff will meet to discuss the complaint. After careful consideration of the totality of the circumstances, the Chief of Staff will determine whether to put in place interim measures for the duration of the investigation and adjudication of the complaint(s). Interim measures may include, but are not limited to, conditions related to satisfactory academic performance, suspension from practice, suspension from competition, or suspension from access to athletic departmental services. The decision will be communicated to the student-athlete in writing.

After a complaint(s) against a student-athlete has been fully investigated and adjudicated by the appropriate University office, the Chief of Staff will determine what sanction(s), if any, to impose on the student-athlete. The decision will be communicated to the student-athlete in writing.

Sanctions for violating the Student Code of Conduct or other University rules and policies include, but are not limited to: warning, reprimand, probation with or without conditions, requirements for restitution, conditions to encourage personal rehabilitation (e.g., education, counseling and community service), conditions related to satisfactory academic performance, suspension from practice, suspension from competition, suspension from access to athletic departmental services, dismissal from athletic department, or action to revoke or modify athletically-related financial aid. Any revocation or modification of athletically related financial aid will be made in accordance with NCAA and University procedures outlined in the Student-Athlete Handbook.

III. APPEAL

A student-athlete who has been suspended or dismissed from participating in intercollegiate athletics, or whose athletically-related financial aid has been revoked or modified, may appeal the decision. Interim measures, including interim suspensions, and other sanctions are not appealable.

SUSPENSION OR DISMISSAL APPEAL

A student-athlete may appeal a suspension or dismissal decision if there is a subsequent change in circumstances that would warrant reconsideration of the suspension or dismissal.

To appeal, the student-athlete must provide a written appeal to the Director of Athletics explaining the change in circumstances and why the change in circumstances warrants a reconsideration of the suspension or dismissal. The written appeal may not exceed five (5) pages, must contain all relevant information, and must be submitted to the Director of Athletics within one (1) week after the change of circumstances occurs, or the student-athlete becomes aware of the change in circumstances.

Upon receipt of the written appeal, the Director of Athletics will review the appeal and may consult with other appropriate University officials to determine whether the suspension or dismissal should remain or be modified. The Director of Athletics will communicate the decision in writing to the student-athlete. No further appeals are available.

ATHLETICALLY-RELATED FINANCIAL APPEAL

A student-athlete may appeal a revocation or modification of athletically-related financial aid in accordance with NCAA procedures and University procedures as outlined in the Student-Athlete Handbook.

IV. RECORDS AND PRIVACY

Records of misconduct and actions taken will be maintained in the student-athlete's education record within the Office of the Chief of Staff. These records are subject to state and federal privacy protection, as well as University policies regarding confidentiality. Notification to the public regarding a student-athlete's eligibility for intercollegiate competition shall be limited to the student-athlete's name and eligibility status, public information, and other information that is not part of the student-athlete's education record, subject to the privacy protections described above.

V. REVIEW OF POLICY

This Student-Athlete Conduct Policy will be reviewed periodically and revised as appropriate. This policy is subject to review at any other time deemed necessary by the President, the Athletic Advisory Committee, the Director of Athletics, or the General Counsel.

EQUAL OPPORTUNITY

TITLE VI & TITLE IX

The Office of Equal Opportunity (OEO) serves University of Cincinnati students, faculty, staff, and visitors in ensuring equal access to University programs and activities. OEO works to ensure that all persons can work, live, and learn free from all forms of discrimination or harassment. OEO coordinates the University's comprehensive response to incidents of discrimination and harassment, including sex-based discrimination (including sexual assault, dating violence, domestic violence, and stalking), discrimination or harassment on the basis of age, ancestry, color, disability, genetic information, military status (including veteran status), national origin, parental status (including status as a nursing mother and status as a foster parent), pregnancy, race, religion, sexual orientation, or any other status protected by law (collectively, "protected class".)

Discrimination and/or Harassment

The University of Cincinnati [prohibits discrimination, harassment, and retaliation](#). The University of Cincinnati is fundamentally committed to ensuring equal opportunity for all by providing an environment free from discrimination and harassment. The university reaffirms its policy that discrimination and harassment on the basis of age, ancestry, color, disability, gender identity and/or expression, genetic information, military status (including veteran status), national origin, parental status (including status as a nursing mother and status as a foster parent), pregnancy, race, religion, sex, sexual orientation, or any other status protected by law (collectively, "protected class") are prohibited in any of its activities, programs, admissions, or employment.

Sexual Misconduct

The University of Cincinnati's [Title IX Sexual Harassment Policy](#) and [Sex- and/or Gender-Based Misconduct Policy](#) prohibit discrimination or harassment on the basis of sex. Sexual misconduct includes all forms of sex discrimination, including sexual assault, stalking, dating or domestic violence, sex-based harassment, and sex-based discrimination including discrimination based on sexual orientation, sex stereotypes and pregnancy.

Campus Climate Concerns

Campus climate concerns may include actions that impact anyone in the community based on their identity, or that may negatively impact someone's ability to live, work, or learn on campus. The University's response to campus climate concerns does not prohibit or discourage the free exchange of ideas in the campus community or otherwise prohibit protected speech.

All university employees (including student workers), except those specifically designated as confidential resources (see confidential resources), must report to the Title IX Coordinator any incidents of possible sex and gender-based discrimination, harassment, and violence (sexual violence, dating and domestic violence, stalking).

Should you have any questions or concerns, the university has designated the following individual to coordinate compliance with Title IX and handle inquiries regarding the university's policies that prohibit discrimination on the basis of sex:

Interim Title IX Coordinator, Office of Equal Opportunity:

Sally Miller

USquare Suite 308
225 Calhoun St
Cincinnati, OH 45221
Phone: (513) 556-3349
Email: eooffice@uc.edu

Deputy Title IX Coordinator, Department of Athletics:**Maggie McKinley, Deputy AD/SWA**

878 Lindner Center

Phone: (513) 556-3559 or (513) 295-7683

Email: maggie.mckinley@uc.edu**For more information:**<http://www.uc.edu/about/equity-inclusion/Office-Equal-Opportunity/title-ix.html>**Resources for students, employees, and third parties who experience discrimination, including sexual misconduct, harassment, or retaliation or any other issues.** (Confidential options available)<http://www.uc.edu/about/equity-inclusion/Office-Equal-Opportunity/Support-Resources.html>**Confidential Resources:****Department of Athletics Sport Psychology and Counseling**Dr. Lenecia Nickell: (281) 900-7573 (nickella@ucmail.uc.edu)Beth Beischel: (513) 652-5571 (beisheh@ucmail.uc.edu)Taylor Lipinsky: (440) 858-3614 (lipinstm@ucmail.uc.edu)**Counseling & Psychological Services (CAPS)**

(513) 556-0648 - 24-hours

Provides free, confidential counseling, consultation, mental health, and educational services to students who have experienced sexual violence, sexual harassment, stalking and/or intimate partner violence while enrolled at UC.

Campus-Based Advocates (Women Helping Women)

(513) 381-5610 (WHW's 24-hour hotline)

Provides free and confidential support, accompaniment, and advocacy for all UC students, faculty, and staff.

SEXUAL VIOLENCE PREVENTION

All student-athletes, coaches and staff are educated each year on sexual violence prevention, intervention and response, to the extent allowable by state law and collective bargaining agreements. All incoming, continuing and transfer student-athletes must complete an annual disclosure related to their conduct that resulted in discipline through a Title IX proceeding or in a criminal conviction for sexual, interpersonal or other acts of violence. Transfer student-athletes also must disclose whether a Title IX proceeding was incomplete at the time of transfer. Failure to make a full and accurate disclosure could result in penalties, including loss of eligibility to participate in athletics.

ONE TEAM

The One Team Committee encourages insightful, thought-provoking dialogue and input from all and ongoing participation is encouraged. We are committed to providing opportunities for camaraderie, learning, growth, and understanding through various events and gatherings, both professionally and socially. We encourage all staff and student-athletes to be involved in the One Team experience to help Connect, Enhance and Impact. Follow us on Twitter at @GoBearcats1team

To learn more about the University's practices and policies, the following may assist you:**Right to Know Policy** - <http://www.uc.edu/righttoknow.html>**Office of Equal Opportunity** - <http://www.uc.edu/about/equity-inclusion/Office-Equal-Opportunity.html>**University Notice of Non-Discrimination** - <https://www.uc.edu/about/non-discrimination.html>

ANTI-HAZING POLICY

PURPOSE

Hazing is intolerable and presents a serious risk to the health and safety of students. The University of Cincinnati and Department of Athletics prohibits hazing as set forth in this anti-hazing policy and the laws of the state of Ohio. This anti-hazing policy applies to all members of the university community, including faculty, staff, students, organizations, alumni, volunteers, as well as visitors and other licensees and invitees. The term “student organization”, for purposes of reporting under paragraph (1)(F)(iv) and paragraph (9)(A) of the “Stop Campus Hazing Act”, means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

DEFINITION

“Hazing” means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person, including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code.

Actions and activities, which are explicitly prohibited, include, but shall not be limited to, the following:

- A. It shall not be a defense to a charge of hazing that an individual consented to the conduct in question.
- B. Actions and activities which constitute “hazing” include, but shall not be limited to, the following:
 - 1. Any activity that creates a substantial risk of physical or mental harm to the individual.
 - 2. Enduring brutality of a sexual or physical nature, including, whipping, paddling, beating, branding, calisthenics, or exposure to the elements.
 - 3. Wearing anything designed to be degrading or to cause discomfort.
 - 4. Depriving individuals of sleep or proper and adequate means, or access to means, of maintaining body cleanliness.
 - 5. Activities that interfere with an individual’s academic efforts by causing exhaustion, or loss of reasonable study time.
 - 6. Use of drugs.
 - 7. Eating or drinking foreign or unusual substances, including alcohol or anything an individual chooses not to eat or drink.
 - 8. Having any object or substance thrown at, poured on, attached to or otherwise applied to the bodies of individuals.
 - 9. Any activity or game that makes an individual the object of amusement, ridicule, or intimidation or which cause the individual to be degraded or humiliated.
 - 10. Kidnapping, transporting and/or stranding anyone.
 - 11. Interrogations or audible stress such as yelling or loud noises.
 - 12. Activities that violate federal, state, or local law, regardless of whether an arrest is made, or criminal charges are brought.
 - 13. Activities which are contrary to the policies and rules of the university.

REPORTING HAZING

When a student-athlete or staff member becomes aware of hazing activity, the individual must follow the University policy.

A University employee, alumnus, or volunteer who is acting in an official and professional capacity must immediately report the knowledge of hazing to the law enforcement agency in which the victim of hazing resides or in which the hazing is occurring or has occurred. Employees who have knowledge and do not report can be subject to criminal penalties.

Mandatory reporters must report instances of hazing that fall under the purview of Title IX directly to the Office of Equal Opportunity.

An individual must report incidents of hazing to the appropriate offices outside of the Department of Athletics:

- UC Public Safety at 51 West Corry Boulevard, Cincinnati, OH 45221 or by calling 513-556-1111.
- Office of Equal Opportunity (513-556-3349) or oeooffice@uc.edu
- Office of Student Conduct and Community Standards (513-556-6814) or conduct@uc.edu

Students who are not employees of UC may also report incidents of hazing to:

- Anonymous reporting hotline (1-800-889-1547) or <https://www.uc.edu/about/hotline.html>

In addition to the University Policy, incidents of hazing must be reported to one of the following:

- Sport Supervisor,
- Deputy Director of Athletics / Senior Woman Administrator,
- Director of Athletics, or
- Chief of Staff when the physical or mental health of a student-athlete is implicated.

DISCIPLINE

Individuals who violate the Anti-Hazing Policy will be subject to discipline as outlined in the Student Code of Conduct, Student-Athlete Conduct Policy, individual team policy, Conduct Policy 15.02, employment contract, or collective bargaining agreement. Sanctions may include: warning, reprimand, probation with or without conditions, requirements for restitution, rehabilitation, suspension, dismissal, or any other sanction as set forth in the applicable policy and/or contract. Incidents of hazing may also affect an entire team's ability to compete under University and NCAA regulations. Individuals should refer to the proper policy or contract to determine their appeal rights.

TRAINING AND EDUCATION

The Department of Athletics is committed to timely addressing and appropriately responding to incidents of hazing. To assure compliance with the Anti-Hazing Policy, the University and Department of Athletics will promote anti-hazing messages and educate and train students and staff on this policy, hazing prevention, and the discipline and sanctions procedures during the recruitment process, orientation for incoming students, and throughout the school year.

Coaches in the Department of Athletics are expected to discuss this policy with their student-athletes on an annual basis and refer to this policy in their team's written rules. The policy will be published in the Department of Athletics Student-Athlete Handbook.

RELATED POLICIES AND REGULATIONS

O.A.C. 3361:40-5-05 (Student Code of Conduct)

O.A.C. 3361:40-5-06 (Anti-Hazing Policy)

R.C. 2903.31 (Ohio Hazing Statute)

R.C. 2307.44 (Ohio Hazing Civil Liability Statute)

H.R.5646 (Stop Campus Hazing Act)

HEALTHCARE AND MEDICAL SERVICES

The University of Cincinnati Athletics Sports Medicine Department is devoted to providing the best possible medical care to every athlete independent of gender, scholarship status, or sport. A diversified program of prevention, evaluation, treatment and rehabilitation will ensure a positive, healthy recovery experience, an improved quality of life, a safe return to full athletic participation and continued athletic success.

The Sports Medicine Staff will strive to provide every student-athlete with the most comprehensive, highest quality, individualized sports medicine health care available in a professional, efficient, compassionate and service-oriented manner. As a staff, our main priority is the health and safety of the student- athlete and therefore we will strive to return the student- athlete to activity in the shortest, but safest amount of time possible.

It is with the highest integrity and professionalism that we will support of the University of Cincinnati's, NCAA's, the Big 12 Conference's and the National Athletic Trainers' Association's mission statements.

MEDICAL COVERAGE & INSURANCE

The Department provides self-funded medical coverage for injuries sustained while participating in a university-sponsored intercollegiate activity. The Department's coverage is "in-excess" to any personal, primary medical insurance (typically provided through parent(s) or purchased for the individual student-athlete) and does not come into effect until payment is processed/filed through any primary coverage.

The University of Cincinnati requires that EACH student, including non-athletes, be enrolled in a primary health insurance program that meets specific university requirements. Each student-athlete is required to provide current insurance information.

These University requirements can be found at <https://med.uc.edu/landing-pages/university-health/home>

Following a benefits verification by the Insurance Coordinator, student-athletes whose primary insurance is deemed a 'non-coverage policy' (e.g., out-of-state Medicaid, HMO, MCO, EPO) will be enrolled in a Student Health Insurance plan. If the student-athlete is on an UC Institutional Brand Awareness contract valued at or exceeding \$50,000, the policy is at the cost of the student-athlete.

The University of Cincinnati will provide out of pocket expenses for an athletically related injury suffered while representing UC, including copayments, deductibles, and other medical expenses not covered by insurance, for up to two years following the student athlete's graduation or separation from the institution, or until they qualify for NCAA Catastrophic Injury Insurance, whichever comes first. The University of Cincinnati has discretion to determine these factors.

For information related to the NCAA Post-Eligibility Insurance Program, please visit:

https://ncaaorg.s3.amazonaws.com/ncaa/insurance/INS_PostEligibilityOverview.pdf

Second Opinions

Student-athletes must consult with the team physician before seeking a second opinion from a specialist. If a student-athlete seeks the services of another specialist without consultation and referral by the team physician and the Senior Associate Athletic Director of Sports Medicine, the Department of Athletics will not be financially responsible. Regardless of approved/non-approved second opinion, the student-athlete must report back to the University of Cincinnati Athletics Sports Medicine Department following examination by an outside specialist (all records, reports, images, etc.) The University of Cincinnati Team Physician has final authorization on clearance and participation.

Dental

Dental injuries incurred by a student-athlete while participating in an organized practice or intercollegiate competition will be covered under the Department of Athletics Insurance Policy Procedures. Any charges related to routine care, including but not limited to, filling cavities, annual checkups, or other dental work will not be covered by the Department of Athletics.

Eyecare

Student-athletes requiring corrective contact lenses or glasses for general use will not be paid for by the Department of Athletics. Replacement contact lenses beyond what may be supplied by the Sports Medicine staff is the student-athlete's financial responsibility. The athletic department is only responsible for any corrective device if there is a direct athletic injury.

GENERAL RULES

- All injuries and illnesses must be communicated and coordinated through your sport Athletic Trainer
- Care rendered in the Athletic Training Room and by the Sports Medicine staff is a privilege; treat all staff members and facilities with respect.
- All University, Department and Team rules apply within our facilities (behavior, attire, punctuality/attendance)
- Due to space limitations, only come to the athletic training room if you need evaluation or treatment
- No self-treatment – all treatment is directed and applied by an Athletic Trainer or a Physical Therapist

Attire

- Must be appropriate for a coeducational facility. Be prideful of the University of Cincinnati! No other sports team/college is acceptable.
- Shirts and shorts/pants required
- No spandex, compression shorts, sports bras without coverage
- No cleats in facility or hallways
- No shoes on taping or treatment tables
- Team rules for jewelry and hats

Behavior

- This is a shared facility, be respectful and mindful of the people surrounding you (yelling, profanity, etc.)

Cell Phones

- Please limit the use of cell phones. Must not distract from your treatment/rehab. Must wear headphones, no music playing out loud
- No photos, videos or livestreams while in treatment facility

Hygiene

- The athletic training room is a medical facility, please prevent infection by taking a shower and wearing clean clothes

Pool

- Must rinse off in shower prior to using hot/cold/therapy pools. No white clothing! Bring your own towel and dry off yourself and pool surroundings completely.

MENTAL HEALTH AND MENTAL PERFORMANCE

The University of Cincinnati Athletics and Sport Psychology and Wellness Departments wish to inform you of the psychological and counseling services and resources available to you. Please be aware that all conversations and correspondence between these individuals and you, the student-athlete, remain confidential. A diversified program of prevention, evaluation, treatment, and rehabilitation will ensure a positive, healthy recovery experience, an improved quality of life, a safe return to full athletic participation and continued athletic success. Any information discussed with you will not be shared with coaches, sports information, the media, or any other member of the medical staff, without your consent.

The Department of Sport Psychology and Wellness was established in 2022 to support the mental health and mental performance needs of UC student-athletes. The UC Sport Psychology and Wellness Staff will strive to provide every student-athlete with the most comprehensive, highest quality, individualized mental health, and mental performance care available in a professional, efficient, compassionate, and service-oriented manner.

Mental health and mental performance services provided by the Department of Sport Psychology and Wellness are free to student-athletes at the University of Cincinnati for the duration of their time with the University of Cincinnati athletics department. Sport Psychology and Wellness staff are available to provide mental health and/or mental performance support for student-athletes in the University of Cincinnati athletics department. Services can include individual and group mental health counseling, psychoeducation, individual and group mental performance consultancy, and basic psychological assessments. Additional services may be provided by University Health Services and the UC Psychiatric Emergency Services/Mobile Crisis Team if an individual is assessed to need this support.

Appointments for these services can be obtained directly by the student-athlete, athletic trainer, or team physician through the Teamworks app. Referrals for services can also be made through this app to express concern or request services. All University of Cincinnati Athletics department staff, coaches, and student-athletes have access to the referral form. This form is also confidential, and submissions are only accessible to licensed professionals in the Department of Sport Psychology and Wellness. You are encouraged to contact Dr. Lenecia Nickell or your team athletic trainer to obtain this information privately.

Contact information for the aforementioned staff is located below:

Sport Psychology and Wellness licensed providers:

- Dr. Lenecia Nickell, LPCC-S, CMPC, Associate AD, Sport Psychology and Wellness: (281) 900-7573
- Beth Beischel, MA, LPCC-S, Mental Health Clinician: (513) 652-5571
- Taylor Lipinsky, MA, LPC, Mental Health Clinician: (440) 858-3614

University of Cincinnati Counseling and Psychological Services

- Onsite Emergent services Monday through Friday 1-4pm
225 Calhoun Street, Suite 200; (513) 556-0648

University Health Services, Mental Health

- Onsite Emergent services Monday through Friday 8:30-5pm
Richard E Lindner Center, 3rd Floor, UC Health; (513) 556-2564

UC Psychiatric Emergency Services/ Mobile Crisis Team

- Emergency Care for suicidal or homicidal patients (24/7)
311 Straight Street, 5th Floor; (513) 584-8577

Crisis and Suicide Hotline (24/7)

- 988

It is with the highest integrity and professionalism that we will support of the University of Cincinnati's, NCAAs, and the Big 12 Conference's and the National Athletic Trainers' Association, American Counseling Association, and the Association for Applied Sports Psychology mission statements.

GENERAL RULES

- Care rendered Sport Psychology and Wellness staff is a privilege; Sport Psychology and Wellness staff and facilities will be treated with respect at all times.
- All University, Department and team rules apply within our facilities (behavior, attire, punctuality/attendance)
- Sport Psychology and Wellness staff are available by appointment. Walk-in services are also available on a first-come, first served basis.

CONFIDENTIALITY

Receiving mental health services from the Department of Sport Psychology and Wellness staff is done in accordance with the American Counseling Association's Code of Ethics, specifically with regard to client rights and confidentiality. Receiving mental performance services from the Department of Sport Psychology and Wellness staff is done in accordance with the Association for Applied Sport Psychology's Code of Ethics. Information regarding a student-athlete's treatment by staff in the Department of Sport Psychology and Wellness is protected and will only be shared upon receipt of a signed Release of Information request from the student-athlete. The age of consent for mental health services in Ohio is 14 and the Department of Sport Psychology and Wellness adheres to this law.

OFFICE SUITE BEHAVIOR

- The Department of Sport Psychology and Wellness suite is a shared space. Please be mindful of the people surrounding you. Sessions can and may occur during the hours of 8am to 6pm.
- No yelling or profanity in the suite.
- Please limit cell phone use when receiving services. Headphones must be worn while in the suite. No audio should be played out loud.

EXTERNAL MENTAL HEALTH/MENTAL PERFORMANCE CONSULTATION OR SERVICES

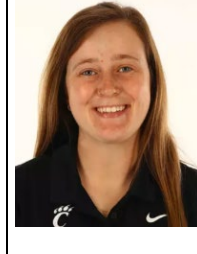
Student-athletes have autonomy when determining their mental health care support team. It is encouraged, but not required to disclose ongoing mental health care established outside of the Sport Psychology and Wellness Department. This includes treatment and prescription needs.

Any mental health or mental performance services outside of the Department of Athletics pursued and/or received without referral by the team physician or the Associate AD of Sport Psychology and Wellness will not be covered financially by the Department of Athletics. Regardless of approved/non-approved services, the student-athlete must report back to the University of Cincinnati Athletics Department of Sport Psychology and Wellness, specifically in the case of emergency hospitalization, inpatient treatment, or other treatment that requires intensive mental health support. Student-athletes are strongly encouraged to provide a Release of Information to the Sport Psychology and Wellness staff to best provide continuity of care. Any determination of clearance and participation after a significant mental ill-health event will be determined by a team physician and the Associate AD of Sport Psychology and Wellness. Information from other entities will be incorporated as appropriate and with appropriate signed consents.

PERFORMANCE NUTRITION

The University of Cincinnati Performance Nutrition staff strives to promote and educate your health, well-being, and performance as a student-athlete to ensure you are maximizing your potential on and off the field. Our vision is to provide our student-athletes with the nutrition foundation and tools for Next Level success in academics, athletics, and life during and beyond their time at the University of Cincinnati.

As a student athlete, you will have an assigned performance dietitian(s) that will be your “one stop shop” for all things nutrition (see below). We encourage you to utilize them to help reach your health, well-being, and performance goals.

-Dillon Frees, MS, RD, LD, CSSD, CSCS, CPT -freesdw@ucmail.uc.edu -(513) 722-6982 -Team Performance Dietitian: Men's Basketball, Women's Volleyball, Men's Golf, M/W Track and Field and Cross Country		-Micaela Serrano, MS, RD, LD Micaela.serrano@ucmail.uc.edu -(256) 283-6577 -Team Performance Dietitian: Football	
-Elise Sum, MS, RD, LD -sumee@ucmail.uc.edu -(513) 503-3402 - Team Performance Dietitian: Women's Basketball, M/W Swimming & Diving, Women's Lacrosse, Women's Tennis		-Katie Bell, MS, RD, LD -Bell3kt@ucmail.uc.edu -(720) 357-1444 - Team Performance Dietitian: Football	
-Name TBD -Performance Nutrition Fellow - Team Performance Dietitian: Women's Soccer, Baseball, Women's Golf, M/W Track and Field			

GENERAL RULES

- Performance Nutrition staff and students will be treated with respect at all times
- Culinary staff (Sodexo Live) in the athletic performance center dining hall, at catered buffet meals, or at other events will be treated with respect at all times
- Communicate all nutrition-related concerns, questions, and goals through your designated team Performance Dietitian
- Performance Nutrition staff are available by appointment. Walk-in meetings and other services are available on a first-come first service basis.

PERFORMANCE NUTRITION SERVICES

While performance nutrition services vary by team, some services you can expect from your team dietitian include but are not limited to nutrition counseling/1-on-1 meetings, team education sessions, grocery store tours, cooking demos, dietary supplement evaluation and education, fuel (snacks, hydration protein shakes, etc.), dining hall meals, and more. Nutrition counseling offers students athletes the chance to have one-one meetings with their team performance dietitian to discuss their health and/or performance goals (no goals are too small!). Student-athletes may sign up for an appointment via TeamWorks "Sign-Ups" calendar or by directing messaging their team performance dietitian.

CONFIDENTIALITY

In accordance with the Academy of Nutrition and Dietetics Code of Ethics, HIPAA, and state laws/regulations, the Performance Nutrition team ensures the right to respect your protected health information (PHI) and safeguard your information as a student athlete. However, since the Performance Nutrition staff works closely with Sports Psychology and Wellness (Mental Health), Sports Medicine, and Sports Performance staffs, information may be communication across these areas to ensure your health and wellness while still protecting your health information in accordance with the standards above. If a student athlete signs a release of information (ROI) request, through Sport Psychology and Wellness department, the Performance Nutrition will ensure your information is protected within the guidance/standards set by the Sport Psychology and Wellness department.

FUEL STATIONS AND ATHLETIC PERFORMANCE CENTER DINING HALL

As a student-athlete, you have access to designated fuel station(s) areas to provide pre-and post-workout fuel for your busy schedule and commitments. Additionally, the athletic performance center dining hall provides tailored meals to meet your needs as a student athlete. You will learn more about your designated fuel station(s) and the athletic performance center dining hall once you arrive on campus.

These dining hall meals and fuel stations items are a privilege, and we ask you to please clean up after yourself at the dining hall and fuel station(s). While there are dedicated staff and/or students to assist with cleaning up, your assistance ensures a clean environment for your teammates and other fellow student athletes. Shirts, shorts/pants, and shoes are required in these areas and please ensure you wash your hands prior to any use within these facilities.

DIETARY SUPPLEMENTS

In accordance with NCAA Bylaw 16.5.2.7 and through collaboration with the Sports Medicine department, we require you to report any current dietary supplement you consume. While you will formally disclose any and all dietary supplements once per year, if at any point you wish to change or purchase a new dietary supplement(s), please review them with the Performance Nutrition staff PRIOR to purchasing and consumption. As a student-athlete, you consume all risks from the use of dietary supplements.

SPORTS PERFORMANCE

The overall health, safety, development, and well-being of student-athletes continues to be at the forefront of college athletics. With that mission in mind, the continual growth, progress, and expansion of student-athlete services here at the University of Cincinnati are unending as we aim to be the most innovative Sports Performance Department in the nation. In addition, the primary focus remains working together as ONE TEAM to provide our student-athletes with a well-established framework to administer best practices and to compete at the highest level.

OUR MISSION

The mission of Cincy Made Sports Performance is dedicated to supporting the overall mission of the University of Cincinnati Athletics by providing an elite level department focused on developing the physical, mental, and social growth of our student-athletes.

OUR VISION

To deliver innovative support services that aid in the overall optimization and enhancement of student-athlete welfare through best practices.

OUR PURPOSE

Experience

-Provide structure, supervision, and leadership

Development

-Physically Develop the physical attributes in each athlete so the team can perform at optimal levels and enhance durability via strength and corrective exercise prescription, and reinforcement of skills

Performance

-Aid the state of readiness to optimizing sport performance and data management.

Education

-Reinforce nutritional strategies, recovery techniques and lifestyle choices.

Sport Science data and performance technology is used to support your development, recovery, and well-being as a Student-Athlete. Our goal is to enhance performance through ethical, collaborative, and transparent data practices. Data will never be used punitively or for surveillance. It exists to serve you, the Student-Athlete.

Devices and collection of performance and well-being data currently include:

- GPS / IMU / RFID or other workload monitors (e.g., Catapult, Kinexon)
- Heart-rate derived data (e.g. Polar, Catapult, Oura, Whoop, FirstBeat, Apple Health)
- Helmet impact data (e.g. Riddell)
- Heat-based inflammation via thermography (e.g. ThermoHuman)
- Force Plates, Dynamometers (e.g., Hawkin, Vald)
- Wellness Surveys (e.g. Teamworks AMS)
- Sleep/Recovery Devices (e.g., Whoop, Oura)
- Nutrition Logs (e.g. Teamworks Nutrition)
- Strength Training Monitoring (e.g., Perch)

The use of any or all devices is optional. You may choose to discontinue the use of a device at any time.

The data collected is FERPA protected and safeguarded in accordance with UC's [Data Governance & Classification Policy – Minimum Safeguards](#). The data is used only by UC employees whose responsibilities include use of the data to support the athletics program.

COMPLIANCE

The role of the Compliance Office is to avoid violations of the university, NCAA, and Big 12 regulations through the administration of a comprehensive compliance program. We do this by:

- Being committed to proactive rules education that targets every individual involved in our athletics programs; and
- Monitoring and tracking several aspects throughout the athletic department and the university, including, but not limited to student-athlete eligibility, playing and practice hours, and recruiting.

We are located on the 8th floor of the Richard E. Lindner Center in Suite 863.

AGENTS

PERMISSIBLE:

- Student-athletes speaking with Compliance officers about possible communication with an agent, representative of an agent, sports management firm, or financial advisor.
- A student-athlete requesting a list of registered agents/firms and information contained in their registration files from the Compliance office.
- A student-athlete agreeing to be represented by an agent or organization in the marketing of his or her name, image or likeness.

NOT PERMISSIBLE:

- A student-athlete agreeing to be represented by an agent for athletics ability.
- A student-athlete or his/her representative negotiating or signing a playing contract in any sport in which the student-athlete intends to compete.
- A student-athlete and his or her relatives or friends accepting expenses or gifts of any kind (including meals and transportation) from an agent (or anyone else) who wishes to provide services to the student-athlete. Such payment is not allowed because it would be compensation based on athletic skills and a preferential benefit not available to other students.

REQUIRED: Any agent who contacts a student-athlete or the institution about representing a student-athlete must be registered with the Athletics Compliance Department, the state of Ohio, and their respective players' associations or unions.

AMATEURISM

Only amateur student-athletes are eligible for athletics participation in a particular sport. Student-athletes are prohibited from receiving funds, awards or benefits that are disguised as a form of payment for their athletic performance. The following activities may impact one's amateur status:

- Accepting athletics expenses and/or prize money that exceeds your cost of participation
- Accepting expenses from entities outside of the university
- Engaging in NIL activities during required team activities (e.g., practices competitions team travel)
- Promoting distilled spirits, tobacco, and/or adult entertainment business
- Using UC trademarks and logos without proper licensing
- Participating in any NIL activity in the US while an international student-athlete
- Please refer to the Name, Image, Likeness one-Sheet for more information and resources

ATHLETICALLY RELATED ACTIVITIES

Countable Athletically Related Activities (CARA)

Countable athletically related activities include any required activity with an athletics purpose involving student-athletes and at the direction of, or supervised by, one or more of an institution's coaching staff (including strength and conditioning coaches unless it is VARA) and must be counted within the weekly and daily limitations.

Coaches are required to keep a CARA log for each student-athlete and submit it to the Compliance Office through ARMS each week for review. ARMS will then send the CARA logs to the student-athlete for approval. Student-athletes are required to review their CARA logs as well.

As part of the university's Time Management Plan, coaches are required to notify student-athletes of any changes to countable athletically related activities no later than 24 hours prior to the activity.

There will be quarterly reviews of each sport's Time Management Plan involving the athletic director, faculty athletics representative, the sport's head coach, at least one student-athlete representative, the sport's compliance officer, and the sport supervisor.

Required Athletically Related Activities

Required athletically related activities include any activities that are required of a student-athlete, including those which are CARA. RARA cannot occur on an off-day and examples of RARA that do not count towards hour limitations include, but are not limited to:

- Compliance meetings
- Organized team promotional activities or media events
- Recruiting activities, including student-host duties
- Fundraising or community service events
- Team-building activities
- Travel to and from away-from-home competition

Voluntary Athletically Related Activities

As a student-athlete, you may also participate in an athletically related activity that is not required. There are four conditions that must be met in order for an athletically related activity to be considered "voluntary." They are:

- Only you have initiated and requested the activity. No staff member from UC or from the Athletics Department is requiring you to participate in the activity at any time. However, they can still provide information about the opportunity to participate in the activity or schedule specific times if you're using UC facilities for such purposes.
- You are not required to report back to a coach or other Athletics Department staff member any information related to the activity. No AD staff member who observes the activity (e.g. trainer, manager) may report back to your coach any information related to the activity.
- Your attendance and participation in the activity (or lack thereof) may not be recorded for the purposes of reporting that information to coaching staff members or other student-athletes.
- You may not be penalized if you decide not to attend or participate in the activity, nor may you be recognized or incentivized (e.g. given an award) for attending or participating in the activity.

COMPLIMENTARY ADMISSIONS

According to NCAA regulations, each student-athlete who is eligible is allowed a maximum of four (4) complimentary admissions per event in his/her designated sport. Guests are to be signed up in ARMS prior to each scheduled event.

These complimentary admissions do not receive a hard ticket, but they are admitted by pass list via a digital ticket indicating seat location or directions to a general admission section. This is issued in advance of the event.

Student-athletes may also be admitted to varsity athletic contests involving sports in which they do not personally participate on a game-by-game basis. For Football and Men's Basketball, the process will be managed by the Compliance Office and communicated to student-athletes ahead of each season. For all other ticketed sports, admission will be granted by presenting a Bearcat ID to the ticket window on gameday.

You are prohibited from selling or trading your complimentary tickets. If you do, your future eligibility will be compromised. Student-athletes may not receive payment in exchange for complimentary passes. Their designated guests may also not receive payment in exchange for complimentary admissions.

In the event of a post-season competition, the Director of Athletics reserves the right to determine complimentary ticket distribution within guidelines established by the conference and the NCAA.

EMPLOYMENT PROCEDURES (NON-NIL RELATED)

Student-athletes may be employed and receive compensation, provided he/she is paid only for actual work performed and at a rate commensurate with the going rate in that locality; work salary cannot be based on a student-athlete's athletics ability or the publicity, reputation, fame or personal following he/she has obtained as a student-athlete. There are no limitations to the amount of money a student-athlete may earn. Any student-athlete interested in obtaining employment must come to the Athletics Compliance office to get a "Student-Athlete Employment" form. The form is to be filled out by the student-athlete and signed by the employer.

EXTRA BENEFITS

Separate and distinct from benefits directly tied to a student-athlete's NIL and employment, an institutional employee or representative of the institution's athletics interests may not provide a student-athlete or the student-athlete's family members or friends with extra benefits or services, including, but not limited to:

- An employment arrangement for a prospect's relatives
- A gift of clothing or equipment
- Co-signing of loans
- Providing loans to a Student Athlete, or to their relatives or friends
- Cash or like items
- Tangible items, including merchandise
- Free or reduced cost, services, rentals, or purchase of any type
- Free or reduced cost housing
- An automobile or the use of an automobile

FINANCIAL AID

You may receive financial aid as long as it does not exceed the amounts indicated in the University Financial Aid Policy or cost of attendance.

Books

The Athletics Compliance Office sends a list of book scholarship student-athletes to the Student-Athlete Support Services office (SASS). SASS then orders the books and the required materials from the UC bookstore.

To pick up these books, student-athletes must see their academic counselor, who will confirm the student-athlete's eligibility to receive books under his/her scholarship and check the books and/or materials out to the student-athlete.

At the end of each semester, student-athletes must return their books to the SASS office. If a student-athlete does not return their books at the end of the semester a hold will be put on their account until they either return or pay the cost of the book.

If a student-athlete drops a class, they must immediately return the book for that class to the SASS office.

If a book is lost or stolen, the student-athlete must go to public safety and file a police report; a copy of the report must be turned into the academic services office to document the lost/stolen book.

Scholarship Protections

This applies to financial aid agreements made in 2024-2025 and beyond, so long as the student athlete receives aid in the academic year of initial enrollment, but may not apply to midyear enrollees. The University of Cincinnati may provide multi-year award agreements and will not reduce or cancel aid during the award period for athletically related reasons.

If the University of Cincinnati reduces or does not renew athletics aid, the student-athlete will be provided a hearing opportunity.

- Once eligibility is exhausted, renewal is up to the discretion of the University, which may be considered a non-athletically related reason to reduce or not renew, along with graduation.

Athletic Scholarship Hearing Process

The Athletic Scholarship Hearing Board shall be comprised of the Director of Student Financial Aid, who shall serve as chair of the committee, and two other voting members as appointed by the Vice President for Student Affairs and Human Resources.

The Athletic Scholarship Hearing Board shall convene to hold hearings relative to the termination or reduction of athletic financial aid.

Student-athletes who have received written notification of termination or reduction of aid and who wish to use the appeal procedure shall give written notice to the Director of Student Financial Aid of their request for a hearing. Written notice of appeal must be received within fifteen (15) business days of the notification of termination.

The Director of Student Financial Aid shall promptly schedule the hearing and shall send the athlete notice. Such notice shall include the date, time and location of the hearing.

The hearing shall be conducted as follows:

- The student-athlete shall appear first and shall put forward his/her case.
- The student-athlete has the right to representation in an advisory capacity and the right to produce evidence.
- The student-athlete may choose to have an open hearing. If so chosen, the student athlete must request the open hearing, in writing, to the Director of Student Financial Aid. If no request is made, the hearing is closed.
- The student-athlete may introduce written statements, produce witnesses, and/or testify personally. A list of witnesses and their relevance must be presented to the chair of the Hearing Board at least one working day prior to the hearing.
- Testimony of the witnesses may be by question and answer or narrative.
- After the student-athlete has finished presenting each witness, members of the Athletic Scholarship Hearing Board may question that witness and/or the student athlete if he/she chooses to testify.
- The representative of the Department of Athletics may also ask questions but the questions must be directed through the chair of the Hearing Board.

The Department of Athletics shall put forward its case after the student-athlete has concluded his/her case. The presentation shall be in the presence of the student athlete.

The presentation shall be made by the coach if possible. An advisor may be present but can only participate in an advisory capacity. If the coach cannot present the case, the name of the replacement shall be submitted to the chair of the Hearing Board with an explanation of why the coach could not present the case.

- The Department of Athletics may present witnesses in support of its case, or with the approval of the chair of the Athletic Scholarship Hearing Board, written statements may be submitted. The testimony of witnesses may be question and answer or narrative.
- A written list of witnesses and their relevance must be given to the chair of the Hearing Board at least one day prior to the hearing.
- At the completion of testimony, members of the Athletic Scholarship Hearing Board may ask questions, and the student athlete may also ask questions but the questions must be directed through the chair of the Hearing Board.

The chair of the Athletic Scholarship Hearing Board shall have the right to exclude evidence if determined to be irrelevant to the issue at hand or merely cumulative. The number of witnesses may be restricted if it appears that participation is irrelevant or merely cumulative.

After consultation with members of the Hearing Board, the Director of Student Financial Aid, as chair of the Hearing Board, shall render a decision as the University of Cincinnati regular scholarship awards authority. The decision shall be final.

Summer School Aid

In order to be eligible for consideration to receive summer aid, you must:

- Have received an athletics scholarship during the current academic year or will be awarded aid in the subsequent year
- Be a team member in good standing relative to team rules, personal conduct, and general good citizenship
- Complete the Summer Aid form with the help of a SASS advisor by the stated deadline
- Summer school aid is not guaranteed even if you meet all regulations

Degree Completion Aid

Due to new legislation 15.01.5.2.1 adopted August 2024, an institution that provides athletically related financial aid to student-athletes shall provide, at a minimum, tuition and fees, and course-related books to a former student-athlete who requests financial aid to complete the individual's first baccalaureate degree provided:

- The former student-athlete received athletically related financial aid in a head count sport or received athletically related financial aid that resulted in the student-athlete receiving (through athletics aid and other aid combined) the value of full tuition and fees, room and board and required course-related books while previously enrolled in a regular term at the institution;
- Fewer than 10 years have elapsed since the former student-athlete's departure from the institution;
- The former student-athlete's most recent enrollment as a full-time student occurred at the institution;
- The former student-athlete was previously enrolled as a full-time student at the institution for a minimum of two academic years (four semesters or six quarters);
- The former student-athlete meets all institutional admissions and financial aid requirements;
- The former student-athlete has exhausted other available degree completion funding options (e.g., funds from a professional league or contract); and

- The former student-athlete is in good academic standing at the institution and meets NCAA and institutional progress-toward-degree requirements. This requirement applies to initial and continuing eligibility for degree completion funds.

If you meet all requirements other than the first criteria or are within your five-year clock, you may be still eligible for exhausted eligibility aid. In order to receive this, you must have exhausted all athletic eligibility in your sport and received an athletic grant-in-aid during your final year of athletic eligibility.

Non-Athletic Aid

Scholarships and Grants

You may apply for outside scholarships and grants, such as:

- Federal Pell Grants
- Federal Supplemental Educational Opportunity Grants (FSEOG)

All outside scholarships should be distributed through UC's Student Financial Aid office. Loans

You may also take out loans, such as:

Federal Perkins Loan

- U.S. citizens or eligible non-citizens enrolled at least half-time and have financial need
- Loans can range from \$2,100 to \$4,000 per academic year for undergraduate and graduate students

Federal Stafford Loan

- Subsidized
 - Based on need
 - The federal government pays the interest while you are enrolled as a student at least half-time
 - You may receive part of your Federal Stafford Loan as subsidized and the rest as unsubsidized
 - Freshmen may borrow up to \$9,500 (max of \$3,500 in subsidized), sophomores up to \$10,500 (max of \$4,500 in subsidized), and juniors and seniors up to \$12,500 (max of \$5,500 in subsidized).
- Unsubsidized
 - Not based on need
 - The federal government will not pay interest during the period in which you are enrolled
 - Dependent freshmen may borrow up to \$3,500 (+ \$2,000 unsubsidized), sophomores \$4,500 (+ \$2,000 unsubsidized), and juniors and seniors \$5,500 (+ \$2,000 unsubsidized)
 - Independent undergraduate students may borrow an additional amount through this loan
 - Graduate or professional students may borrow up to \$20,500
- Federal Parent PLUS Loan
 - Enables parents of dependent students to borrow up to the cost of education minus other financial aid received
 - Interest rate is fixed at 8.5%.
 - The Free Application for Federal Student Aid (FAFSA) does not have to be filed if the family is only seeking a PLUS Loan.

To learn more about types of financial aid, visit <https://studentaid.ed.gov/sa/types>

How to Apply for Financial Aid

All UC applicants must complete a form from which financial need is calculated.

The Free Application for Federal Student Aid (FAFSA) is required by UC and is available from Enrollment Services in University Pavilion or online at studentaid.gov/h/apply-for-aid/fafsa.

Priority consideration for campus-based aid, such as Federal College Work Study, Federal Perkins Loans and Federal Supplemental Educational Opportunity Grants is given on a first-come, first-served basis. Thereafter, funds are limited to Federal Pell Grants, Federal Stafford Loans and Federal PLUS Loans. Students are encouraged to complete their annual application as soon as possible after January 1st.

Please be reminded that regardless of application of scholarships and federal aid, there is a federal financial aid limit that you may accept/be awarded.

GAMBLING AND BRIBERY

Student-athletes shall not knowingly participate in any sports wagering activities or provide information to individuals involved in or associated with any type of sports wagering activities concerning intercollegiate, amateur or professional athletics competition. The prohibition against sports wagering applies to any institutional practice or any competition (intercollegiate, amateur or professional) in a sport in which the NCAA conducts championship competition, in bowl subdivision football and in emerging sports for women.

Student-athletes are also responsible for reporting any offers of gifts, money, or favors in supplying team information or attempting to alter the outcome of any contest they may receive. They are to contact their coach or the Sports Information office staff when questions concerning appropriate release of team information occur.

The Department utilizes Prohibet, a sports wagering monitoring software mandated by the Big 12, that assist in preventing and detecting the placing of impermissible wagers.

If you or someone you know is receiving threats, please alert the compliance office immediately for assistance.

For resources related to problem gambling or treatment, please visit the National Council of Problem Gambling at www.ncpgambling.org or contact them directly.

Call: [1-800-GAMBLER](tel:1-800-GAMBLER)

Chat: 1800gamblerchat.org

Text: [800GAM](tel:800GAM)

OUTSIDE TEAM PARTICIPATION

All student-athletes are encouraged to obtain approval from their head coach and the Athletics Compliance Office prior to participation.

For Sports Other Than Basketball

A student-athlete in any sport other than basketball is prohibited from participating during their playing season as a member of any outside team in any non-collegiate, amateur competition. No class time may be missed for practice or competition. Limitations apply to the number of UC student-athletes that may play on any one team.

Participation must be approved in advance by the Compliance Office by completing an Outside Team form.

For Basketball

A basketball student-athlete is prohibited from participating in any organized basketball competition outside team participation.

However, a student-athlete may compete between June 15 and August 31 (or the first day of classes, whichever comes first) on a team in a certified league. This must be approved in advance by the Compliance Office.

Prize Money From Outside Team Participation

In individual sports (cross country, golf, swimming/diving, tennis, track and field), a student-athlete may accept prize money based on his/her finish in an athletics event, provided the competition occurs outside the declared playing and practice season. Such prize money cannot exceed actual and necessary expenses.

PROFESSIONAL DRAFT

Generally, an individual will lose amateur status in a particular sport when that person asks to be placed on the draft list or supplemental draft list of a professional league in that sport. However, the following exceptions may apply.

Football

A football student-athlete may enter the draft for the National Football League one time during his collegiate career without jeopardizing his eligibility in football, provided that he is not drafted by any team in that League, AND declares his intention to resume intercollegiate football participation within 72 hours following the NFL draft declaration date. This declaration of intent must be made in writing to the Athletic Director.

Men's Basketball

In men's basketball, a student-athlete may enter the National Basketball Association's draft each year during collegiate participation without jeopardizing eligibility in that sport, provided:

- The student-athlete requests an evaluation from the National Basketball Association's Undergraduate Advisory Committee before entering the draft;
- The student-athlete requests to be removed from the draft list and declares the intent to resume intercollegiate participation not later than 10 days after the conclusion of the NBA draft combine;
- The student-athlete's declaration of intent is submitted in writing to the institution's director of athletics; and
- The student-athlete is not drafted.

A student-athlete may enter a professional league's draft (other than the National Basketball Association's draft) each year during the student-athlete's four-year college participation without jeopardizing eligibility in that sport, provided:

- The student-athlete requests to be removed from the draft list and declares the 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 to be removed from the draft list not later than the end of the day before the first day of the spring signing period for the applicable year;
- The student-athlete's declaration of intent is submitted in writing to the institution's director of athletics; and
- The student-athlete is not drafted.

Women's Basketball

A women's basketball student-athlete may enter a pro league's draft one time during her collegiate career without jeopardizing her eligibility in that sport, provided she is not drafted by any team in that league, AND declares her intention to resume intercollegiate participation within 30 days after the draft. This declaration of intent must be made in writing to the Athletic Director.

Sports Other Than Football and Basketball

A student-athlete participating in any other sport may enter a pro league's draft one time during his or her collegiate career without jeopardizing his or her eligibility in the applicable sport, provided he or she is not drafted, AND declares intention to resume participation in intercollegiate athletics within 72 hours following the draft. This declaration of intent must be made in writing to the Athletic Director.

Baseball

A baseball student-athlete may be drafted in the MLB Draft without jeopardizing his eligibility in that sport, provided he does not enter into a written or oral contract with the professional team does not keep any items given to him while in attendance of the MLB Draft that were provided by the MLB or any MLB club.

If the student-athlete does not reach an agreement with the MLB team by the MLB Signing Date deadline, he will be placed back into the draft pool and may return to the NCAA to compete.

PROMOTIONAL ACTIVITIES

While it is now permissible for student-athletes to use their Name, Image and Likeness for promotional activities, any student-athlete engaging in such activities must submit a disclosure form on INFLCR.

Appearance Policy

NCAA rules permit UC coaches and student-athletes to make appearances and/or participate in certain community events. Availability is limited due to class, travel, and competition schedules.

Student-athlete participation is subject to the approval of the Compliance Department.

The academic and athletic obligations of UC student-athletes take precedence and NCAA rules do not permit student-athletes to miss class to participate in promotional activities.

Approval Process

All appearance requests will be reviewed and either approved or denied by the Athletics Compliance Office in accordance with NCAA rules. Student-athlete appearances will be coordinated by the Director of Student-Athlete Development. Coaching staff appearances will be coordinated by the individual sport office. If your request is denied, you will receive an email notifying you why the request may not be fulfilled.

TRANSFER PROCEDURE

Procedure For Notification of Transfer

Student-athletes who wish to initiate the notification of transfer process must provide written notification via the "Notification of Transfer" form to Athletics Compliance Office and complete the NCAA required transfer education module. The form is available in the Athletics Compliance Office.

Entrance is subject to the Transfer Portal windows. The Athletics Compliance office shall enter the student-athlete's information into the national transfer database within two (2) business days of receipt of a completed "Notification of Transfer" form from the student-athlete or receipt of the NCAA Division I Transfer Portal Module, whichever is later.

The student also needs to be aware that he/she is still held responsible for his/her academic and athletic eligibility while enrolled at UC.

A written notification of transfer simply allows the student-athlete to speak to another school about transferring, but it does not automatically mean the student-athlete would be eligible to participate at the new school.

Implications Of Providing Written Notification of Transfer (Entering the Portal)

Once a student provides written notification of transfer they will be notified in writing of services and benefits that will or will not be offered during the remainder of their enrollment at UC. At minimum:

- Medical services related to an athletically-related injury or illness suffered while representing UC in your sport will be offered.
- Academic Services and commitments while still receiving athletic aid will be required.

- Access to locker rooms and athletic facilities not open to the general public will be discontinued.
- Athletic aid may be cancelled or reduced upon receipt of the “Notification of Transfer” form for subsequent terms.

UNETHICAL CONDUCT

Enrolled student-athletes found in violation of NCAA rules or unethical conduct will be ineligible for further intercollegiate competition and subject to an appeal to the NCAA Eligibility Committee for restoration of eligibility.

Unethical conduct may include but is not limited to the following:

- Refusal to furnish information or knowingly furnishing the NCAA or the University of Cincinnati false or misleading information concerning an investigation of possible NCAA rules violations
- Having knowledge of involvement in arranging fraudulent academic credit or false transcripts
- Having knowledge of involvement in receiving any improper recruiting inducement or extra benefits
- Academic Misconduct

Violations

All actual and potential violations of NCAA rules should be reported to the Athletics Compliance office as soon as the staff member or athlete is made aware of the situation. The Athletics Compliance office staff will determine if a violation has occurred, process the violation, and self-report the violation to the NCAA.

Level III violations will be investigated by the Athletics Compliance Office staff at the discretion of the Associate Athletic Director before a self-report is sent to the NCAA. This process will also be followed for repeated violations in each sport under Bylaw 19.

If a potential or actual violation is believed to be major, after a preliminary investigation is done by the Athletics Compliance Office, it will be forwarded to the Athletic Director, Deputy AD/SWA, Faculty Athletics Representative, and University Legal Counsel for further review and institutional control considerations. The President of the University will then be advised about how to proceed. If a preliminary investigation determines a violation or potential violation to be major and/or has institutional control ramifications, all further investigation and interviews will be conducted by either the Faculty Athletics Representative, University Legal Counsel, or an outside investigative individual or firm.

The Athletics Compliance Office staff and Deputy Athletic Director will be involved in coordinating interviews and gathering information for the investigative team and be present during any interviews with student-athletes, coaches, or staff to ensure due process and ethical conduct obligations.

Violations involving another member institution will be forwarded to the Athletic Director of that institution for a follow-up investigation and report and vice versa if another institution alleges a violation involving the University of Cincinnati.

VISITS BY PROSPECTS

As a current student-athlete, you are a valuable University resource and have an important role in recruiting. You should share your positive experience as a student-athlete at UC.

To ensure fairness, the NCAA carefully defines the conditions under which prospective athletes may be recruited by member institutions.

If you are asked by your coach or any member of the athletic department staff to host a prospective student-athlete, it is essential that you carefully adhere to the rules.

The following is a guide of selected basic NCAA rules for you to use when you are asked to be a student-host or to participate in the recruitment of prospective student-athletes:

Defining The PSA

A prospective student-athlete (PSA) is a student in the ninth grade or above (or in the seventh grade or above in men's basketball and volleyball), including students in junior colleges and individuals who have officially withdrawn from four-year schools.

A National Letter of Intent signee is still a prospect until they complete all graduation requirements and receives a permissible benefit or expense from the institution.

Official Visits

An official visit by a prospect to the campus is a visit financed by the university. Please note the following:

- A prospect may be provided lodging and meals just like regular students. Local hotels and restaurants may be used but at a scale comparable to that of normal student life and only within a 30-mile radius of campus.
- Entertainment for the prospect and his/her parents (or legal guardians) or spouse may be provided if it is not excessive and is within a 30-mile radius of campus. It is NOT permissible to entertain other relatives or friends of the prospect at any time.
- A prospect may receive complimentary admissions to a campus athletic event. The admissions must be issued through a pass list.
- It is not permissible for the institution to provide cash to the prospect for entertainment purposes.

Student Host

A student host may be provided an allowance to entertain a prospective student-athlete and up to four family members accompanying them during an official visit, which excludes the cost of meals and admission to campus athletics events. This allowance may not be used to purchase souvenirs such as T-shirts or other university mementos.

A student host may be provided a complimentary admission to accompany a prospect to a campus athletic event.

The institution, coach, or any booster may not provide a car for use by a prospect or student host but the student host can utilize their own personal vehicle.

Unofficial Visits

An unofficial visit to a member institution's campus is made at the prospect's expense.

The provision of any expenses beyond complimentary admissions to a campus athletic event would require the visit to become an official visit.

Prospects on an unofficial visit may have contact with coaches and enrolled SA's within one mile of campus boundaries. Though paid for by the PSA meals could be had within a mile of campus.

Publicity Of Prospects

A member institution shall not publicize a prospect's visit to campus. This includes use of social media (e.g. Tweeting) to publicize the visit.

Visiting prospects may not be introduced at a game, banquet, or function that is open to the public or attended by the media representatives unless they have signed a valid offer of financial aid.

Enrolled Student-Athletes as Recruiters

Off-campus, in-person contacts between enrolled students or student-athletes and a prospect are permissible as long as such contacts are incidental and do not occur at the direction of a coaching staff member for recruiting purposes.

An institution may not provide an enrolled student-athlete with transportation or expenses to recruit a prospect except for those permitted when the student-athlete serves as the student host.

Student-athletes can call/email/text prospects if done at the direction of a coaching staff member as long as the PSA is of contactable grade and it is not on a scheduled off-day.

HOUSING

ON-CAMPUS

All unmarried first-year students, or transfer students not transferring 30 credit hours or more, who are not residing with their parents inside a 50-mile radius of the main campus are required to live in the residence halls during their first academic year.

All residence halls are locked 24 hours a day and many require a valid school ID (Bearcat card) to enter. Your Bearcat card will be programmed to your specific building. If you live in UPA, your Bearcat card will be programmed to your building. If you live in 101 E. Corry, U-Square or the Verge, the swipe card you have will grant you access to your building.

There is a \$35 fee for a replacement Bearcat card, \$100 fee for a replacement key or swipe card at 101 E. Corry, U-Square or other residence hall.

All students living in an on-campus residence must complete their housing application and a new addendum. This is a legal document that must be on file for every student living on-campus.

To cancel your housing assignment or make a room change request, please contact Nathan Baumgardner in the Compliance office. He will notify housing and communicate the next steps to you.

Maintenance Issues

Student-athletes are responsible for submitting a maintenance request directly through their respective residence hall so that they can be entered into the respective system. Do not reach out to Nathan Baumgardner unless you have logged a maintenance request already.

- If you live at UPA, please login to the UC Housing Portal, log into StarRez by clicking [here](#). You will be able to login to the portal and submit maintenance requests for your unit.
- If you live at 101 E. Corry, please set up your account with Uptown's Tenet Web Access by clicking [here](#). You can login and submit maintenance requests for your unit.

If there is a major issue that needs immediate attention, please find an RA in your building, and report the issue. Then alert Nathan Baumgardner or one of your coaches. In the event that the room is not livable, please call Nathan Baumgardner and if he does not answer, leave a message or send him a text.

Check Out

When leaving the dorm after a semester is over, be sure that your room has been cleaned and inspected by your Resident Advisor.

You must turn your keys into the front desk and complete a check-out form. Failure to return keys or complete a check out form can result in an improper check out fee and loss of your housing deposit.

Room Checks

Student-athletes are subjected to room checks by campus and property managers. RA's, Community Coordinators, and Property Managers are allowed access to rooms for routine checks. These room checks are announced before entering a room and typically you will be given a few days' notice of when they will occur. Violation with the UC Guide to University Living can result in hearings with UC Student Conduct which can be found [here](#).

OFF-CAMPUS

If a student-athlete decides to move off-campus, it will be their responsibility to find an apartment that is safe, affordable, and close to campus. Nathan Baumgardner in Compliance is available to review your lease before you sign it, but student-athletes should have a parent or guardian review the lease as well.

If you chose to live in an off-campus apartment, you must get a Landlord Form from the Compliance office. This is to be filled out and signed by both you and your landlord and returned to the Compliance office as soon as possible.

All questions, inquiries, and concerns about Housing can be directed to Nathan Baumgardner at baumganc@ucmail.uc.edu or 513-257-1711. He is located in the Compliance office in Lindner 863.

EQUIPMENT & APPAREL

All Equipment and apparel are the property of the UC Department of Athletics and it reserves the right to collect any and all athletic equipment and/or apparel at any time.

Nike apparel and footwear must be worn when representing the University of Cincinnati. This includes but not limited to competitions, practices, lifting or conditioning sessions, press conferences, or any other commitments arranged by the University of Cincinnati Athletic Department. Only Men's and Women's Basketball student-athletes are permitted to wear Jordan apparel to athletic department commitments.

No equipment is to be removed from the facility for personal use.

Any equipment or apparel altered or damaged by the student-athlete will result in the athlete being invoiced for the replacement.

DEFINITION OF EQUIPMENT

Any 'high value' or issued item that will be reused over the course of multiple competition or practice seasons.

Examples: helmets, shin guards, lacrosse sticks, shoulder pads, winter jackets, rain gear, travel bags, sport specific ball, competition uniforms, etc.

DEFINITION OF APPAREL

Any item issued on a yearly basis that does not need to be reused. These items can be used over the course of the practice season, competition season, and off-season before having a new item replace the product. Examples: t-shirt, compression shirts, compression shorts, shorts, socks, shoes, cleats, sweat suits, travel suits, etc.

*These definitions may vary from sport to sport. Please contact your assigned equipment manager for any details regarding how the classifications fit within your sports program.

ISSUANCE TO ATHLETES

Only official members of the team roster will be issued apparel and equipment. The official roster is determined by compliance. Before a student athlete is issued equipment or apparel, they must have the following:

- Coach's Approval
- Eligibility Clearance through the Compliance Office and Academic Services and
- Medical Clearance from the Sports Medicine Staff.

Game/Travel uniforms and equipment will be issued to members of the travel party only.

Upon completion of a home game or return from an away game all game issued equipment should be returned to the equipment room or designated area. Upon return from an away competition, student athletes will have a maximum of 12 hours to return all uniforms and equipment.

Student-athletes are not permitted to exchange, return, or sell any athletic equipment, shoes, awards or apparel supplied by the athletic department.

ISSUE BINS

All issue bins will have individual codes that are unique to the student athlete. Student athletes should not give out their issue bin code to anyone. The student athlete is responsible for closing and locking the issue bin door. Student athletes are responsible for any items that are lost or stolen from an open issue bin.

Please report any problems with the issue bins to an equipment staff member immediately.

LAUNDRY

All student-athletes have access to a laundry service. Laundry for UC Athletics is done in-house, and on a daily basis (excluding weekends). Laundry turned in over the weekend should not be expected to be returned until noon on the following regular work day unless previous arrangements have been made with the full-time equipment manager. The Equipment Room is not responsible for the laundering of any personal items and reserves the right to discard or return any and all personal items turned into the daily laundry.

The Equipment Room is not responsible for lost or stolen laundry that has not been secured in the proper area.

LOCKER ROOM

All locker room doors should be always closed. Never leave locker room doors propped. Swipe cards should always be carried with the student athletes to ensure access is available at all times. This is a safety concern for student athletes and equipment items.

Swipe access to the locker room will be reviewed each semester and will be updated based on the departure or addition of team members. Please report any swipe access issues to an equipment staff member.

Please report any items in the locker room that need to be repaired or fixed to an equipment staff member immediately. This will allow prompt attention to the problematic items.

END OF SEASON OR SEMESTER

All issued equipment must be returned to the Equipment Staff at the completion of the season or at the end of the semester. Apparel items which present a potential health risk shall be considered expendable/ non-reusable and disposed of by Equipment Staff.

Every student-athlete must return their uniforms and equipment within seven working days following the completion of their season. It is important to remember that all equipment and apparel issued is the property of the University of Cincinnati.

ROSTER CHANGES

Coaches should notify their sport administrator or equipment staff immediately when an athlete leaves the team.

Any student-athlete who is cut, quits, completes eligibility, or becomes ineligible will be responsible for returning all issued equipment and apparel to the Equipment Room immediately.

PENALTIES

Each student-athlete is responsible for lost or stolen equipment. Student-athletes will be placed on the Bursar's Checklist for all costs of missing equipment.

Failure to return equipment or pay outstanding charges will result in the student's account being placed on an administrative hold until all obligations are met.

STUDENT-ATHLETE SUPPORT SERVICES

The University of Cincinnati Student-Athlete Support Services (SASS) staff strives to provide the support necessary to assist student-athletes in reaching their full potential academically, personally, athletically, and professionally during their college career. The student-athlete support program works cooperatively with university staff and services to aid student-athletes as they transition into the university, progress through their coursework, receive their diploma and move on to succeed in graduate school, the work force or to compete after their collegiate career.

SASS CODE OF CONDUCT

SASS Staff is responsible for providing a productive learning environment for all student-athletes, allowing them to take advantage of the services and programming provided by SASS. It is also the responsibility of each student-athlete to respect the policies and procedures established and administered by SASS staff in order to succeed and achieve academically. For any student-athlete who is unable to meet the policies and procedures outlined by SASS, the individual student will face appropriate disciplinary actions by the head coach of his/her respective sport as well as the actions outlined below by SASS.

SASS LOCATION & HOURS

Richard E. Lindner Center 5th Floor Hours of Operation

Fall & Spring Semesters:

- Monday–Thursday: 8 a.m. to 8 p.m.
- Friday: 8 a.m. to 3 p.m.

All mandatory study hall hours must be completed by Thursday at 8:00 p.m. (Study Hall Cycle: Fri. – Thurs.).

Summer Sessions:

- Monday – Thursday: 8 a.m. to 5 p.m.
- Friday: 8 a.m. to 3 p.m.

*Note: These hours are subject to change. All changes/ updates will be posted on the 5th floor of Lindner and on SASS social media accounts.

X: @GoBearcatsSASS

Instagram: @gobearcatssass

EXPECTATIONS OF STUDENT-ATHLETES ON THE 5th FLOOR

- Respect all student-athletes (appropriate language, dress, and noise)
- Log in-at the front desk of computer labs (rooms 570 and 574) even if not required for an academic commitment
- Student-athletes in the academic center must be studying for their courses or meeting with a SASS Staff member
- Cell phones (phone calls and text messages) will not be tolerated once students enter the labs and study/ tutor suites
- Personal laptops and iPads are for academic use only—anything else will not be tolerated
- Absolutely NO food will be permitted near computer area. Sport drinks and water bottles with screw on tops are permitted.
- Actions will be taken by SASS if students do not comply with expectations
- Student-athletes will be asked to leave the academic center if negative behavior persists

ACADEMIC COUNSELORS

SASS counselors work with student-athletes in various capacities throughout the year to provide academic, personal and career advising. Counselors conscientiously strive to ensure that all student-athletes receive the assistance and guidance necessary to succeed in the classroom. The responsibilities of SASS counselors include, but are not limited to:

- Weekly meetings with student-athletes to monitor their progress in courses
- Assist with class scheduling and major selection
- Work with faculty and college counselors to track academic and degree progress of each SA
- Monitor NCAA continuing eligibility regulations
- Refer student-athletes to tutors, Academic Coaches, and on campus services (i.e., Career Development Center, Counseling Center)
- Monitor study hall attendance and productivity

ACADEMIC COMMITMENTS/MONITORING

SASS seeks to provide student-athletes with the academic support needed to excel in the classroom. Standards of support known as academic commitments include:

- Weekly academic meeting
- Academic club
- Academic coaching
- Study hall (objective-based/hours based)
- Tutoring
- Learning Specialist meetings

Regardless of whether commitments are assigned or requested, student-athletes are responsible for meeting all defined academic commitments. In addition, SASS staff are responsible for monitoring the academic progress of all student-athletes.

In conjunction with the Head Coach, the SASS counselors will finalize a list, prior to each semester, of student-athletes and their academic commitments. Counselors will communicate regularly (daily/weekly) with Coaches regarding students' attendance/participation. Students are notified in advance by the Counselor of any academic commitments and are provided with expectations regarding attendance and participation.

LEARNING SERVICES

The Learning Services staff works directly with student-athletes in need of instruction outside the classroom in order to achieve academic success as well as developing learning interventions and study strategies in the areas of time management, critical reading, note taking, test taking, organization skills, and study skills.

Student-athletes with questions regarding their learning abilities, or those who need to register with the Accessibility Resource Office, may consult with the Learning Services staff.

For a complete review of all services available from SASS, please see the SASS Policies and Procedures manual or SASS website on gobearcats.com.

TUTORING

The Tutor Program provides subject-specific assistance to student-athletes as a supplement to the classroom learning experience. The primary responsibility of a tutor is to understand and clearly communicate course content and study skills to the tutees. One-on-one and group tutoring is available in a broad array of courses. Student-athletes are

encouraged to see their SASS Counselor if they would like tutoring services Student-athletes will be required to sign a Tutor Contract agreement outlining all policies and procedures, prior to receiving tutoring services from SASS.

ACADEMIC COACHING

The academic coaching program offers academic support to student-athletes as they learn to function effectively in the college environment. The primary responsibility of an academic coach is to provide one-on-one guidance on study and organizational skills, time management, and goal setting. Student-athletes are encouraged to contact their SASS counselor if they would like to be considered for the academic coaching program.

ACADEMIC ADVISING/PRIORITY REGISTRATION

One of the most important functions of SASS is to advise student-athletes for course selection and assist in the selection of an academic major.

Academic advising requires a partnership between the student-athlete and the counselor to ensure the best decisions are made for the benefit of the student-athlete.

The partnership also exists as each student athlete also is assigned an academic advisor through their designated major.

Priority registration is available for all student-athletes and allows them to register early each semester.

DROPPING/WITHDRAWING FROM COURSES

Student-Athletes must abide by a certain procedure before dropping or withdrawing from any class. Failure to do so could result in ineligibility.

The steps include:

- See SASS counselor
- Complete an Approval to Drop Form, signed by SASS counselor and student-athlete
- Give signed form to head coach for their signature
- Return form to SASS counselor
- Drop/Withdraw from course via Catalyst once given the approval from your SASS counselor

CHANGING MAJORS

When a student-athlete is considering changing majors, he/she must consult with his/her SASS counselor, as changing majors and colleges may affect your academic eligibility.

CLASS ATTENDANCE

Class attendance is mandatory no matter what the syllabi indicates.

Personal illness must be validated by the UC sports medicine staff and communicated to your coaching staff and SASS counselor.

Please note that if you miss class because of personal illness, you may not be able to participate in practice that day.

In the event a student-athlete needs to take a test/exam on the road due to missing for travel purposes, SASS counselors will collaborate with the faculty member and student-athlete. SASS counselors are to follow all procedures for proctoring the test/exam as outlined by the faculty member. Athletic department staff who do not work in SASS, including coaches, are not permitted to serve as the actual exam proctor.

TRAVEL POLICY

Student-Athlete Support Services will assist student-athletes in notifying instructors of official team travel. SASS counselors will provide each student-athlete with a letter indicating the dates that official travel will occur.

The student-athlete is required to give the letter to each of his/her instructors during the 1st class session and remind the instructor of each travel date prior to departure. The student-athlete is responsible for understanding the importance of the professor's travel absence policy. A travel letter does not equate to an excused absence.

ONLINE COURSES

Online courses present a unique challenge to students.

If a student-athlete is enrolled in an online course, it is his/her responsibility to read the course syllabus, know the expectations of the course, and complete and submit required assignments in a thorough and timely manner.

Academic integrity is a core value of the University of Cincinnati, its Athletic Department and SASS. Academic fraud of any kind, intentional or unintentional, will not be tolerated.

Student-athletes are expected to take responsibility for their own work, while properly reviewing and citing work before submission.

BOOK POLICY

Student-athletes who are eligible to receive books as a part of their athletic scholarship sign an agreement form that outlines all policies related to textbooks and course materials. Per the policy, students who do not return all items received by each semester's deadline will be charged accordingly.

Students sign the agreement when completing all semester paperwork.

TECHNOLOGY POLICY

iPads

University of Cincinnati Athletics has contracted a rental agreement with Apple to provide iPads to UC student-athletes on a request basis. Student-athletes with an approved request are responsible for the iPads, cases, and any additional equipment (i.e. cords, wall charger). Each student-athlete is financially responsible for any damage caused and/or replacement received. iPads will be collected at the time the lease agreement is complete, when the student-athlete is no longer an active member of the team, and whenever necessary for book/application updates and/or at the end of your determined request.

Laptops/Calculators

Student-Athlete Support Services gives student-athletes and coaches the privilege to borrow laptops for academic use when traveling. Preference will be given to traveling teams on a first come, first served basis. All equipment must be returned on time. Failure to do so will result in a loss of privileges. In order to borrow a laptop, the student-athlete or coach must comply with the following terms:

- Ask your SASS counselor for use of the laptop/calculator in advance
- Complete a technology request form
- Assume sole responsibility for the laptop (and any related equipment)
- Lost or damaged equipment will be the sole responsibility of the student-athlete
- Return the laptop/calculator and additional materials on the date agreed upon at time of check-out.

Copy/Fax Machine Use

The copy/fax machine is to be used solely for academic purposes. Student-athletes must see a SASS staff member first to have their copies and/or fax approved. Student workers will only copy/fax if given permission by a SASS staff member.

ACADEMIC MISCONDUCT

SASS abides by the UC Code of Conduct. At the foundation of the Code of Conduct is the shared commitment for a just community, as outlined in the Bearcat Bond. UC student-athletes are also held responsible for complying with NCAA Bylaw 10.1~ Unethical Conduct. Student-athletes must adhere to the University's Student Code of Conduct which defines academic misconduct as aiding and abetting misconduct, cheating, fabrication, plagiarism and violating ethical or professional standards. For more information, pertaining to Academic Integrity, visit the Student Conduct and Community Standards Website at: <https://www.uc.edu/campus-life/conduct/academic-integrity.html> or contact your SASS counselor.

Any inadvertent or intentional violation of UC's Student Code of Conduct may result in a student-athlete being declared ineligible.

ACADEMIC STANDARDS FOR ELIGIBILITY

The following information indicates year-by-year requirements to remain academically eligible to participate in intercollegiate competition.

In order to meet academic eligibility requirements for athletic participation, student-athletes must:

- Earn 6 hours of academic credit per term toward their designated degree program. Football S/A's must pass 9 credits in the Fall semester toward their designated major.
 - Failure to do so in Football will result in ineligibility for the first four contests in the following playing season); and
- Earn 18 semester hours each academic year (Fall & Spring semesters) toward your designated degree program; and
- Earn 24 semester hours of academic credit prior to your second year of collegiate enrollment.

Progress Toward Degree Requirements

This rule dictates that a percentage of courses are necessary to be completed by the beginning of the second, third, fourth, and fifth years of enrollment, in order to maintain academic eligibility. A minimum percentage of the GPA necessary to graduate from the student's college and the University of Cincinnati is also required.

In order for a student-athlete to be eligible for intercollegiate competition at the University of Cincinnati, you must meet all NCAA, conference and UC academic requirements.

Entering Year of Enrollment	Required Percentage of Degree Completed
2nd	N/A
3rd	40% (33% in 5yr program)
4th	60% (50% in 5yr program)
5th	80% (67% in 5yr program)

Designation Of Degree

The NCAA mandates that a student-athlete must designate a program of study leading toward a specific baccalaureate degree by the beginning of your third year of enrollment (fifth semester), and thereafter, you should make satisfactory progress toward that specific degree. Should you fail to progress toward a degree, you will be ineligible for practice or competition until the deficit has been made up and the total hours earned meet minimum number of credits required at that particular stage of his/her academic career. Student-athletes must be enrolled in a baccalaureate college with a declared major by the completion of their second year. Student-athletes enrolled in a pre-program must complete the Designation of Degree form (DOD), declaring an anticipated major by the end of their second year of enrollment. Failure to complete the DOD will result in the student-athlete being declared ineligible to compete in intercollegiate athletic competition. If you have questions regarding number of credit hours needed for eligibility, please contact your SASS academic counselor.

Good Academic Standing

For information regarding the University's Undergraduate Academic Standing Policy, please visit the following website:

<https://www.uc.edu/about/registrar/grades-and-transcripts/academic-standing.html>

Full-Time Enrollment

It is strongly recommended that student-athletes, while in season, enroll in 15 credit hours per semester. Some elements that determine the number of hours a student-athlete should carry include, but are not limited to, the following:

- Difficulty of courses selected
- Length of competitive season
- Number of away contests and
- Availability of degree required courses

All undergraduate student-athletes must be enrolled at all times in a minimum twelve (12) hours (10 for graduate student-athletes) in order to practice or compete. Dropping below full-time enrollment without administrative approval could affect your eligibility and athletic scholarship. The only exception to this is if the student-athlete is in adherence to NCAA Bylaw exception for the Final Term of the degree program.

UNIVERSITY OF CINCINNATI ATHLETIC DEPARTMENT ACADEMIC AWARDS

TopCAT

Student-Athletes who earned a 4.0 term GPA and at least 12 credit hours

Dean's List

Student-Athletes who earned a 3.4 term GPA and at least 12 credit hours

Bearcats Honor Roll

Student-Athletes who earned a 3.0 term GPA and at least 12 credit hours

Nancy Hamant Scholar-Athlete of the Year

Awarded to the top male and female student-athlete who has exhausted his/her eligibility and who has attained the highest University GPA during their Academic career at the University.

CONFERENCE ACADEMIC AWARDS

Student-athletes are eligible for conference awards on an individual and team basis. Key awards include:

- All-Big 12 Academic Team
- Big 12 Student-Athlete of the Month
- Dr. Gerald Lage Award

NATIONAL ACADEMIC AWARDS

Academic All-America/All-District

To be eligible for Academic All-America® consideration, a student-athlete must be a varsity starter or key reserve, maintain a cumulative G.P.A. of 3.30 on a scale of 4.00, have reached sophomore athletic and academic standings at his/her current institution and be nominated by his/her sports information director.

STUDENT-ATHLETE DEVELOPMENT ACADEMY

The UC Student-Athlete Development Academy provides **innovative**, **intentional**, and **impactful** programming to enhance student-athletes' success at UC and as future professionals.

Through workshops, events, and virtual learning tools the Academy enhances personal and professional growth by focusing on four core pillars:

- Leadership
- Career Exploration
- Personal Development
- Community Impact

Every Bearcat commits to meeting annual goals under these four pillars, and the Academy commits to providing the tools, resources, and guidance needed to help them achieve success.

Signature experiences such as Bearcats Go Pro, International Extravaganza, and ONE TEAM Honors provide transformative opportunities that elevate the student-athlete experience, ensuring comprehensive development and preparing them for life beyond the game.

Leadership

At the Academy, we believe in the concept of EVERYDAY LEADERS— everyone, everywhere, every day can be a leader. Whether you're a freshman or a senior, a starter or a role player, every student-athlete has the ability to inspire and influence others.

Through our partnership with the Warren Bennis Leadership Institute, the Academy offers workshops that help development in skill areas like self-awareness, communication, and overcoming imposter syndrome. Plus, through our student-athlete-led organizations/affinity groups, you'll find leadership opportunities that let you put these skills into action each year:

- Student-Athlete Advisory Council (SAAC)
- Black Student-Athlete Association (BSAA)
- Inspire, Equip, Connect (IEC)
- Athlete Ally
- FCAIA

Career Exploration

Success doesn't stop when the game ends. Your experience as a student-athlete is about more than just the game—it's about preparing you for life after college. The Academy is dedicated to helping all *Bearcats Go Pro*, whether that's in their sport, chosen career field, or through grad school.

The Academy's Career Exploration programming offers student-athletes the resources, connections, and tools they need to start laying the foundation for their future success:

- Skill-building workshops for the fundamentals (interviewing, resumes, LinkedIn, etc.)
- Info sessions and lecture series with industry leaders

- Networking mixers to connect with professionals and peers
- Annual student-athlete career expo to explore opportunities

Personal Development

We know student-athletes are more than just students or athletes—they're well-rounded individuals. At the Academy, every Bearcat gets the support and resources needed to thrive both during and after college.

Our Personal Development programming covers a wide range of topics because personal growth looks different for everyone. Bearcats can fulfill their commitments under this pillar through opportunities like:

- Mastering mindfulness and stress reduction techniques with **UC Sport Psych**
- Learning how to grocery shop and cook with **UC Sport Performance**
- Building and growing a personal brand with **UC NIL Impact**
- Managing finances confidently with expert advice from **key external partners**
- E-learning modules on Sexual Violence Prevention, Civic Engagement, and more with **GamePlan**

Community Impact

At the Academy, we believe that having a service mindset not only helps communities grow and thrive but also enriches the student-athlete experience—having a meaningful impact on the community is a key part of what it means to be a Bearcat.

The Academy encourages Bearcats to do more than just *engage* in the community. Our Community Impact pillar emphasizes the *outcome* of the work we do, to show student-athletes that every act of service has the potential to benefit someone's life. Each year, Bearcats get involved through:

- **Cincinnati Public School visits** to inspire and mentor young students.
- **Saturday Hoops weekend activities** to spend time having fun with local youth.
- **Bearcats Pantry donations**, whether by donating goods or time to help those in need.
- **...and so much more.** On average, UC student-athletes complete nearly 5,000 hours of community service work each year, benefiting 40+ organizations, non-profits, and events.

By participating in these meaningful experiences, student-athletes grow as leaders while giving back to the community that supports them.

ACADEMY ANNUAL COMMITMENTS

Each academic year, beginning June 1 and extending to March 31, every Bearcat commits to meeting annual goals under the four pillars, and the Academy commits to providing the tools, resources, and guidance needed to help them achieve success. Academy commitments are fulfilled through experiences, services, trainings and events. Specific information regarding commitments, events, opportunities, and deadlines can be found on Canvas via *the Bearcats Student-Athlete Development Academy* page, as well as on Teamworks in *Pathways*.

ONE TEAM Events

- ONE TEAM Orientation/CAPS (new student-athletes only)
- ONE TEAM Kickoff
- ONE TEAM Honors

Leadership

- 2 events or experiences

Career Exploration

- 2 events or experiences

Personal Development

- 2 events or experiences

Community Impact

- 2 events or experiences

ANNUAL SURVEYS

Each year student-athletes are offered the opportunity to provide feedback on the climate, culture and experience at UC and help shape future programming. Student-athletes are also required to complete an exit survey upon departure from the institution, whether it is upon exhaustion of eligibility or transfer to another institution.

UNIVERSITY OF CINCINNATI ATHLETIC DEPARTMENT ANNUAL AWARDS

Varsity Letters

Varsity Letters can be earned annually by meeting one of the three approved qualifications:

- A student-athlete stays in good standing with the team and university and completes the entire year as an active member of the team, and the student-athlete participates in at least 50% of competition during a season. Teams such as swimming & diving and track/cross country will be reviewed individually.
- A letter is awarded on a one-time basis if the student-athlete meets the following qualification:
 - Student-athlete never met the qualification for participation rate (50%) as listed above but the student remained in good standing, and completed at least two seasons as an active member of the team. (Example: at any point a student meets this condition, he/she would earn a letter).
- Under special conditions, the head coach recommends a student-athlete for a letter and the Executive Staff approves the recommendation.

The first time a student-athlete meets the above criteria and earns a Varsity Letter, they will be awarded a black athletic letter jacket with a monogrammed "C-Paw". Two celebrations exist for first-time letterwinners. Fall sport recipients are honored at a home basketball game (most likely WBB) each year. Winter and Spring sport recipients are honored at a fall event the following academic year, normally at a home football game.

Jean Stephens Award

In 1999, the University of Cincinnati athletics department lost one of its most loyal, dedicated staff members, Jean Stephens. Two years later, to recognize and promote the qualities Stephens exemplified in her 15 years of service, the Jean Stephens Memorial Award was instituted to recognize a Bearcats student-athlete for their high integrity, high ethical standards, respect for all persons and commitment to both Bearcats athletics and the University of Cincinnati.

A committee reviews each nomination based on the following general criteria:

1. Does the nomination form offer specific and concrete examples of how the SA demonstrates the attributes?
2. Has the committee interacted with the nominee before? If not, how does the SA interact with other athletic department staff?
3. How is the SA impacting the community and team around them?

Ally Sidloski Bearcats Strong

Student-Athletes who demonstrate their desire to be strong in mind, strong in body and strong in character based off of the following characteristics

Strong In Mind:

1. Must have earned a minimum GPA of a 3.0 during both the preceding Fall and Spring semesters
2. Must have passed 12 credit hours per term during the preceding academic year (exceptions: Final Term, Graduate School, Mandatory CO-OP)
3. Must have earned the eligibility point for each term during the preceding academic year
4. Must have met all assigned weekly academic commitments (as evidenced by Friday reports to HC) and
5. Must have been a student-athlete at UC for the entire preceding Academic Year

Strong In Character:

1. Completion of Academy Commitments
2. Completion of 4 additional Academy Events/Experiences and
3. Must be in compliance with all UC Athletics Department and Team Policies (as stated in the Student-Athlete Handbook)

Strong In Body:

1. Must be in good standing with sports performance staff
2. Must have attended 100% of strength & conditioning sessions (unless excused by sports medicine or HC)
3. Consistently works with maximum effort
4. Positive influence on other student-athletes
5. Always respectful to all sports performance staff
6. Persistent-improvement in strength and conditioning program

Ted Corbitt Breaking Barriers Award

This award is given annually to a student-athlete who has demonstrated a commitment to breaking barriers and advancing the UC student-athlete experience. The student must have been enrolled in the University and competed during the current academic year, and exemplified the following attributes:

- Elevated commitment to sport
- Perseverance in the face of adversity
- Advocacy for One Team
- Legacy of leadership, humility, and compassion
- Commitment to academics
- Unmistakable kindness and a desire to help

Jimmy Nippert & Helen Norman Smith Awards

The Jimmy Nippert Award goes to one senior male and the Helen Norman Smith Award goes to one senior female having exhausted his/her eligibility who has demonstrated over the course of his/her career the following characteristics:

- Academic achievement
- Outstanding contributions and/or excellence in athletic performance
- Documented community service

NATIONAL ANNUAL AWARDS

Allstate NACDA Good Works Team

The Allstate NACDA Good Works Team is an initiative to recognize and honor student-athletes who demonstrate levels of volunteerism and civic engagement that are above and beyond their success and achievements in the classroom and competition. The goal of the program is to provide recognition for these future community leaders, their teams, academic institutions, and the communities they support.

The Allstate NACDA Good Works Team builds on the legacy of the Allstate AFCA Good Works Team, which has been recognizing college football players for their off-the-field good works since 1992, by honoring 60 additional student-athletes across the winter, spring and fall sports seasons (20 student-athletes per season – 10 male and 10 female) across all sports and all divisions.

Nomination Eligibility Requirements:

- Nominating institutions must be a paid NACDA member in any division (NCAA Division I, II, III, Junior/Community College or NAIA).
- Nominations must be submitted by a staff member of the athletics department, the member institution, or the conference.
- Nominations can be submitted for up to one male and one female student-athlete for each current season sport sponsored by the institution. A new form should be submitted for each individual student-athlete with the appropriate information.

Criteria:

Although there may be exceptions, it is suggested that Allstate NACDA Good Works Team student-athlete nominees:

1. Have completed a minimum of one year (two semesters) of college level work at a two-year and/or four-year institution.
2. Have made significant contributions to their team on and off the field of play.
3. Demonstrate outstanding character and dedication in the classroom that makes them candidates for graduation.
4. Have made a commitment to volunteerism by donating time and energy to serve others.
5. Demonstrate commitment to a significant community such as their hometown or college/university.
6. Have not been a previous member of any Allstate Good Works Teams.
7. Free of any felony charges or criminal activity.

Most importantly, candidates should be actively involved with charitable organizations, service groups and/or exhibit extraordinary devotion to a personal cause in their lives. They should display sincere concern, reliability and make a favorable impact on the organization or activity in which they are involved.

NCAA Woman of the Year

The NCAA Woman of the Year program, established in 1991, honors the academic achievements, athletic excellence, community service and leadership of graduating female college athletes from all three divisions. Hundreds of athletes are nominated by their schools each year for the prestigious award, with conferences celebrating their top choice for the award. From the nominations, the Top 30 honorees – 10 from each division – are selected, and will be announced this fall. The NCAA Woman of the Year will be announced in the Fall of each year and celebrated during the NCAA Convention.

ANNUAL STUDENT-ATHLETE EVENTS

One Team Kick Off

The One Team Kick Off is a time to come together as a Bearcats family and kickoff the academic and athletic year.

International Extravaganza

This event celebrates UC's international student-athletes and the countries they represent. It provides UC international student-athletes with an opportunity to show the pride they have for their country while connecting with UC staff members and other international student-athletes. It also serves as an opportunity for our international students to hear from members of ISSO and admissions.

Pride in the Paw Nights

Each team chooses a home competition for other student-athletes and athletic department staff to specifically attend and support their team. It is an opportunity for teams to get to know and support each other in a fun filled environment.

BEARCATS GO PRO Career Fair

This event highlights the Academy's mission of preparing Bearcats to go pro – in a career, as a professional athlete, or in graduate school – by giving student-athletes the opportunity to engage with employers and graduate/professional school representatives. Concurrent workshops are offered to prepare student-athletes for their professional life after UC.

One Team Honors

An event to close out the academic year with a celebration of athletic, academic and community accomplishments. This event is fun, exciting and full of student-athlete involvement (nominations and voting led by SAAC) and interaction. One Team Honors is also a way to celebrate National Student-Athlete Day.

NAME, IMAGE, AND LIKENESS (NIL)

OVERVIEW

Student-athletes at the University of Cincinnati (UC) have the right to monetize their Name, Image, and Likeness (NIL) in accordance with NCAA, Big 12 Conference, and state guidelines. UC Athletics is committed to supporting student-athletes in pursuing NIL opportunities that align with their personal brand and academic/athletic responsibilities.

NIL GUIDELINES

Student-athletes may engage in NIL activities including, but not limited to:

- Social media endorsements
- Personal merchandise sales
- Camps, clinics, and lessons
- Autograph signings and appearances
- Sponsored content or influencer partnerships

All NIL activities must comply with the following:

- **No use of UC trademarks, logos, uniforms, or facilities** without prior written permission.
- **No NIL compensation** may be provided in exchange for athletic performance or as a recruiting inducement.

APPROVAL & DISCLOSURE

Student-athletes must disclose all NIL activities using the designated INFLCR and NCAA NIL platform. Deals must be approved through UC's NIL oversight process to ensure compliance.

ON-CAMPUS & IN-GEAR ACTIVITIES

To conduct NIL activities on campus or while wearing UC-issued gear, student-athletes must:

- Receive prior written approval using the [this form](#).
- Ensure the activity does not conflict with scheduled team obligations or violate NCAA rules.

SUPPORT & EDUCATION

UC NIL provides education including, but not limited to:

- Personal brand coaching
- NIL deal support
- Social media audits
- Financial literacy and tax guidance

Student-athletes can schedule an appointment with the NIL team for assistance with brand development, contract review, or campaign strategy via the link in Teamworks.

CONTACTS

- **Agents:** Trever Wright, Associate AD, Student-Athlete Management (trever.wright@uc.edu)

- **Brands & Businesses:** Eddie Taylor, Director Of NIL (eddie.taylor@uc.edu)

For more information, visit gobearcats.com/sports/name-image-likeness

BEARCATS AGENCY

The Bearcats Agency serves as the storytelling unit for Bearcats near and far. The staff uses a multifaceted approach: creating content, coordinating interviews, compiling statistics and historical information, nominating and promoting student-athletes for athletic awards and coordinating our multimedia resources. The communications staff is the front porch for external publicity in coordinating media interviews and speaking engagements for student-athletes, coaches and administrators.

UC Athletics Communications is located in the Richard E. Lindner Center, Suite 860. Contact us by phone at 513-556-5186 or visit GoBEARCATS.com. Follow us on Twitter @GoBEARCATS. Ethan Harrison (harri2eo@ucmail.uc.edu) handles all creative video requests, while Spencer Tuckerman (tuckersw@ucmail.uc.edu) oversees departmental social media strategy. It is best to contact your direct SBE for initial questions/concerns.

WHY ACCOMMODATE THE MEDIA?

1. Talking with the media helps student-athletes develop communication skills that will be useful throughout college as well as future professional and business careers.
2. You gain the opportunity to communicate to your fans and supporters who attend your sporting events or follow you back at home.
3. Our program receives publicity and you build the reputation as an approachable, credible and honest source for media stories.

THINGS TO REMEMBER

1. If a media member contacts you for an interview please direct them to your Strategic Brand Engagement office contact. Media members are asked to go through the Sports Communications office to coordinate all interviews.
2. You control the interview and what answers are provided. Direct the conversation to what you want to talk about. Remember, you are not obligated to answer any question with which you are not comfortable.
3. Be prompt. Reporters are usually on a tight deadline and appreciate the extra effort you make to be available on time.
4. Be available for interviews after a bad game or bad performance. How a coach or athlete behaves after a loss often makes a bigger impression than after a win.

AGENCY STAFF

Zach Stipe: Associate AD, Comms & Creative (FB, Admin)

Dan Phillips: Associate AD, Chief Creative Officer

Molly Metress: Director, Comms (WBB, VB)

Chris Cullum: Director, Comms (BSB, FB)

David Cohen: Director, Comms (MBB, MGolf)

Spencer Tuckerman: Director, Digital Media and Strategy

Ethan Harrison: Director, Creative Video

Tyler Roy: Assistant Director, Creative Video

Colten Strauss: Social Content Specialist

Hannah Wiesnoski: Assistant Director, Creative Services

Griffin Preuss: Assistant Director, Creative Services

Isabella Marley: Photographer

Maddie Reidenbach: Communications Assistant (SOC, LAX)

Zac Swain: Comms Grad Assistant (S&D, XC, T&F)

Steven Distel: Content Specialist