

N

2023-2024

STUDENT-ATHLETE HANDBOOK

NEBRASKA ATHLETIC DEPARTMENT



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Husker Student-Athletes,

Welcome back to Nebraska for the 2023-24 school year. I am honored and proud to serve as the Director of Athletics and am excited to be able to assist more than 650 Husker student-athletes.

I hope you find your choice to attend the University of Nebraska as one of the best decisions of your life. I made the commitment more than 30 years ago to attend Nebraska to pursue my degree and play football. It is a decision that has paid dividends throughout my athletic and professional career, and I am fortunate it has led me back to Husker Athletics.

There is no doubt Nebraska appealed to me because of the championship tradition and success of our football program. At the same time, the services, and programs available to assist student-athletes ultimately made my choice very easy.

This is a time of great change in college athletics, and we know that you will face challenges during your college career. The resources provided at Nebraska are designed to help you navigate those challenges and succeed academically and athletically.

Whether it is Academics, Life Skills, Performance, Nutrition, Sports Psychology or Diversity and Inclusion initiatives, we have talented professionals on staff to assist you every day.

We want you to take great pride in wearing the N on your uniform and appreciate the responsibility of representing Nebraska. We are blessed with a passionate fan base that loyally supports Husker Athletics. They love seeing Nebraska teams that compete with great teamwork, grit, and intensity. That kind of fan support does not exist at all schools, and I hope you can thrive off the energy of our game-day environments.

As you navigate your college athletics journey, please feel free to reach out to me, or members of our administration and support staff. We want to hear from you. Your feedback and input are vital as we continue to strive to improve the department to better serve our student-athletes.

I look forward to seeing you throughout the upcoming year, whether it is at your games or practices or in the training table. Please do not hesitate to contact me if there is anything I can do to help. Good luck and Go Big Red!

-Trev

Fall Semester 2023: August 21 - December 15 (Includes Finals Week)

Date	Event
August 21 (Mon.)	Late Registration begins (\$100.00 late registration fee assessed)
August 21 (Mon.)	Fall Semester begins
August 28 (Mon.)	Last day for full semester course registrations and adds including adds of thesis or dissertation credits (Census Date)
August 28 (Mon.)	Last day to drop a full semester course and receive 100% refund
September 1 (Fri.)	Last day to drop a full semester course and receive 75% refund
September 1 (Fri.)	Last day to file a drop to remove a full semester course from student's record
September 2 (Sat.) – November 10 (Fri.)	All course withdrawals noted with a grade of "W" on academic record
September 4 (Mon.)	Labor Day (Student and Staff Holiday-UNL offices closed)
September 8 (Fri.)	Last day to withdraw from a full semester course and receive 50% refund
September 12 (Tues.)	Last day to submit tuition and fees payment without penalty
September 15 (Fri.)	Last day to withdraw from a full semester course and receive 25% refund
September 15 (Fri.)	Final day to apply for a degree in December (\$25.00 fee due with application)
October 13 (Fri.)	Last day to change a full semester course registration to or from "Pass/No Pass"
October 16 (Mon.)	Law Student Holiday (UNL offices open)
October 16 (Mon.) - 17 (Tues.)	Fall Semester Break (Student Holiday - UNL offices open)
October 23 (Mon.) - November 7 (Tue.)	Priority Registration for Spring Semester 2024
November 8 (Wed.)	Open Registration begins for Spring Semester 2024
November 10 (Fri.)	Last day to withdraw from one or more full semester courses for the term
November 22 (Wed.)	Student Holiday (UNL offices open)
November 23 – November 26 (Thu.- Sun.)	Thanksgiving Vacation (UNL offices closed)
December 1 (Fri.)	Last day to apply for undergraduate admissions for Spring 2024
December 4 - 9 (Mon. - Sat.)	Last week of classes**
December 4 - 13 (Mon. - Wed.)	Law Student Final Examinations
December 9 (Sat.)	Last day of classes
December 11 - 15 (Mon. - Fri.)	Fall Semester Final Exams
December 15 (Fri.)	Fall Semester Graduate Commencement and Doctoral Hooding Ceremony
December 16 (Sat.)	Fall Semester Undergraduate Commencement
December 22 (Fri.) 2023 - January 1 (Mon.) 2024	Holiday Closedown (UNL offices closed)

Spring 2024: January 3 - May 19 (Includes Finals Week)

Date	Event
October 23 (Mon.) - November 7 (Tue.) 2023	Priority Registration for Spring Semester 2024 (Regular and Pre Sessions)
November 8 (Wed.) 2023 - January 1 (Mon.) 2024	Open Registration for Spring Semester 2024 (Pre-Session)
November 8 (Wed.) 2023 - January 21 (Sun.) 2024	Open Registration for Spring Semester 2024 (Regular Academic Session)
January 2 (Tues.) – January 19 (Fri.)	Spring 2024 Pre-Session
January 2 (Tues.)	First day UNL offices are open in 2024
January 3 (Wed.)	Last day for late registrations and adds (Pre-Session)
January 3 (Wed.)	Last day to drop a class and receive a full refund (Pre-Session)
January 5 (Fri.)	Last day to drop a class and receive a partial refund (Pre-Session)
January 5 (Fri.)	Last day to file a drop to remove course from student's record (Pre-Session)
January 6 (Sat.) – January 17 (Wed.)	All course withdrawals noted with a grade of "W" on academic record (Pre-Session)
January 10 (Wed.)	Last day to change a course registration to or from "Pass/No Pass" (Pre-Session)
January 15 (Mon.)	Martin Luther King Day (Student and Staff Holiday-UNL offices closed)
January 17 (Wed.)	Last day to withdraw from one or more courses (Pre-Session)
January 19 (Fri.)	Classes end and final examinations (Pre-Session)
January 22 (Mon.) – May 17 (Fri.)	Spring 2024 Regular Academic Session
January 22 (Mon.)	Late Registration begins (\$100.00 late registration fee assessed)
January 26 (Fri.)	Final day to apply for a degree in May (\$25.00 fee due with application)
January 29 (Mon.)	Last day for full semester course registrations and adds including adds of thesis or dissertation credits (Census Date)
January 29 (Mon.)	Last day to drop a full semester course and receive 100% refund
February 2 (Fri.)	Last day to file a drop to remove a full semester course from student's record
February 2 (Fri.)	Last day to drop a full semester course and receive 75% refund
February 3 (Sat.) - April 19 (Fri.)	All course withdrawals noted with a grade of "W" on academic record
February 9 (Fri.)	Last day to withdraw from a full semester course and receive 50% refund
February 12 (Mon.)	Last day to submit tuition and fees payment without penalty
February 16 (Fri.)	Last day to withdraw from a full semester course and receive 25% refund
March 4 (Mon.) - May 19 (Mon.)	Open Registration for Summer Sessions 2024
March 10 (Sun.) - March 17 (Sun.)	Spring Vacation (UNL offices are open Monday through Friday)
March 22 (Fri.)	Last day to change a full semester course registration to or from "Pass/No Pass"
March 25 (Mon.) - April 9 (Tue.)	Priority Registration for Fall Semester 2024
April 10 (Wed.) - Aug 25 (Sun.)	Open Registration for Fall Semester 2024
April 19 (Fri.)	Last day to withdraw from one or more full semester courses for the term
May 1 (Wed.)	Last day to apply for undergraduate admissions for Summer and Fall Semester 2024
May 3 (Fri.)	Last day of Law classes
May 5 – May 11 (Sun. - Sat.)	Last Week of classes**
May 6 – 15 (Mon. – Wed.)	Law Student Final Exams
May 11 (Sat.)	Last day of classes
May 13 – May 17 (Mon. - Fri.)	Spring Semester Final Exams
May 17 (Fri.)	Spring Semester Graduate Commencement and Doctoral Hooding Ceremony
May 18 (Sat.)	Spring Semester Undergraduate Commencement
May 18 (Sat.)	Spring Semester Law Commencement

Academic Recognition & Excellence

Academic Success at Nebraska

- Husker student-athletes across all sports posted the second highest cumulative GPA of 3.370 in the spring of 2023 since calculations were first recorded in the 1992-93 academic year
- Husker student-athletes across all sports posted a 95% Graduation Success Rate with 10 sports posting a perfect 100% GSR
- Nebraska leads the nation with 351 CSC Academic All-Americans
- Nebraska leads the nation with 18 NCAA Today's Top Ten Award recipients, while the Husker football team's nine honorees is the most by any single program in the nation
- For the 2022-23 academic year the women's cross country (3.731) and men's tennis (3.572) teams posted the highest GPA to earn the prestigious Herman Award
- A total of 11 Husker student-athletes earned the 1A FAR Academic Excellence Award in 2022, awarded to student-athletes that graduated with a 3.80 cumulative GPA or higher
- 103 Husker student-athletes earned their degrees in either December of 2022, May of 2023 or August of 2023
- Nebraska had 236 student athletes earn Academic All-Big Ten recognition during the 2022-2023 academic year
- A total of 99 Huskers earned Big Ten Conference Distinguished Scholar recognition during the 2022-23 academic year.
- A total of 842 student-athletes were honored on the Nebraska Scholar-Athlete Honor Roll in the fall of 2022 or spring of 2023 semesters for earning a 3.0 or better term GPA.
- Husker student-athletes combined for 147 perfect 4.00 GPA semesters in 2022-23.

Major National, Conference and Institutional Academic Awards

NCAA Today's Top 10 Award

Regarded as the nation's most prestigious academic award, Nebraska has a nation-leading 18 recipients of the Top 10 Award. To be nominated, students must have exhausted their athletic eligibility. The award is based on the criteria of athletic achievement, academic achievement and community involvement.

Academic All-Americans

Nebraska's rich tradition of academic excellence is solidified on the national level through the University's dominance of the Academic All-America Award. Nebraska leads the nation in this prestigious honor. To be considered for the award, student-athletes must be sophomore status or above, maintain a minimum 3.50 cumulative grade-point average, be a team starter or key reserve and be active in the community.

Big Ten Medal of Honor

The conference's most exclusive award was the first of its kind in intercollegiate athletics to recognize academic and athletic excellence. The Big Ten Medal of Honor was first awarded in 1915 to one student-athlete from the graduating class of each university who had "attained the greatest proficiency in

athletics and scholastic work.” Big Ten schools currently feature more than 9,500 student-athletes, but only 28 earn this prestigious award on an annual basis. The Medal of Honor was expanded in 1982 to include a senior female student-athlete from each institution.

Big Ten Distinguished Scholar Award

At the conclusion of each academic year, the Big Ten announces its Distinguished Scholar Awards. To be eligible, student-athletes must be at least in their second year of residence and carry a GPA of 3.7 or higher for the current academic year, excluding summer school.

Academic All-Big Ten

To be eligible for Academic All-Big Ten selection, students must be on a varsity team (as verified by being on the official squad list), have been enrolled full time at the institution for a minimum of 12 months and carry a cumulative grade-point average of 3.0 or higher.

Postgraduate Scholarships

Postgraduate scholarships are available for those who wish to pursue advanced degrees and meet select criteria. To apply, student-athletes must be in their final season of athletic eligibility along with meeting additional academic, athletic and service requirements. To learn more about available postgraduate scholarships, contact the Nebraska Life Skills Department.

Academic Medallions

The athletic department celebrates student-athlete excellence in athletics, academics and service at “A Night at the Lied” held annually in April. The event, which celebrated 30 years in 2020, is a result of an endowment created by Dick and Dale Herman. Student-athletes who have completed at least one year of school can earn a bronze, silver or gold medallion based on either their cumulative grade-point average at the end of the semester preceding the event, or their grade-point average earned during the previous calendar year.

NU Male and Female Student-Athletes of the Year

Honored annually at “A Night at the Lied,” faculty members from the Intercollegiate Athletics Committee vote on and select one male and one female student-athlete each year. Criteria for nomination include candidates being enrolled in the academic year in which the final season of athletic eligibility occurs; having a minimum cumulative grade-point average of 3.30; performing with distinction in a varsity sport; and acting both on and off the field in a manner that has brought credit to the student-athlete, the institution and intercollegiate athletics.

Outstanding Scholar Award

The Outstanding Scholar Award is presented annually at “A Night at the Lied” to student-athletes in their final season of athletic eligibility or enrolled in their final hours for the May or August graduation following the awards show and who have maintained a cumulative GPA of 3.90 or above.

Herman Team Grade-Point Average Awards

The Herman Team Grade-Point Average Awards are presented to the one men’s and one women’s team with the highest team cumulative grade-point average in the previous calendar year.

Heart and Soul Award

The Heart and Soul Award is bestowed upon senior student-athletes who have been passionate about service and leadership throughout their career as a Husker.

Sam Foltz 27 Hero Leadership Award

Student-athletes have the opportunity to be recognized for their commitment to community service and

leadership throughout the year. The Sam Foltz 27 Hero Leadership Award is presented to the top 27 student-athlete leaders who provided outstanding leadership and community service.

Tom Osborne Citizenship Team

Student-athletes who complete a minimum of six new service projects and two enrichment activities within the academic calendar year, while maintaining good academic and athletic standing, earn a spot on the prestigious Tom Osborne Citizenship Team.

Diversity, Equity & Inclusion

Diversity and Inclusion

Nebraska Athletics values diversity and inclusion and aims to provide the best services for student-athletes, coaches, and staff from all backgrounds. Husker student-athletes hail from 25 countries and 42 states, and hold numerous identities, cultural backgrounds, and upbringings that we fully embrace and consider indispensable to our culture in athletics. We strive to maintain relationships with community partners, campus partners and experts in all areas of diversity, inclusion, and equity. These relationships ensure that we are providing the best experience for our student-athletes and staff and ensure that we understand best practices when serving a diverse population of staff, coaches, and student-athletes.

Nebraska Athletics Diversity and Inclusion Mission Statement:

Nebraska Athletics is committed to inclusive excellence and providing a welcoming and safe culture for all student-athletes and staff. Through ongoing education, programming, and initiatives within athletics, combined with campus partnerships, we ensure a strong commitment to celebrate diversity while always striving for inclusion. Nebraska Athletics encourages fans to join us in our efforts by taking the Diversity & Inclusion Pledge below.

Nebraska Athletics Diversity and Inclusion Vision:

Nebraska Athletics will ensure every student, staff member, supporter and fan is treated with the utmost respect and acceptance. We will maintain an environment of inclusion through programming, education, personal support and campus collaboration.

Nondiscrimination statement:

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

Diversity

Individual differences, (e.g., personality, prior knowledge, and life experiences), group and social differences (e.g., race/ethnicity, indigeneity, class, gender, gender identity, sexual orientation, country of origin, and (dis)ability), historically underrepresented populations, and cultural, political, religious, or other affiliations – Adapted from the American Association of Colleges and Universities (AAC&U)

Inclusion

The active, intentional, and ongoing engagement with diversity — in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect — in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions. – American Association of Colleges and Universities (AAC&U)

Equity

The creation of opportunities for historically underrepresented populations to have equal access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion. – American Association of Colleges and Universities (AAC&U)

Student-Athlete Programming

Diversity and Inclusion Summit

Nebraska Athletics has planned and executed the Diversity and Inclusion Summit since 2016, devoting time and resources to maintaining Diversity and Inclusion as a consistent conversation in athletics. The goal is to expand the definition of diversity, spread awareness and educate student-athletes and staff on the concept of celebrating diversity and practicing inclusion. The Summit has received praise from NCAA administrators, University of Nebraska-Lincoln Administration, national experts on diversity and inclusion, coaches, staff, and student-athletes.

Husker Justice, Equity, and Inclusion (JEDI) Team

The Husker JEDI Team is a group of student-athletes with representation from all teams within Nebraska Athletics. The main objective of this group is to provide real time information about the culture of each team and other aspects of Justice, Equity, Diversity, and Inclusion that directly impact student-athletes. Representatives are chosen by coaches and players from each team. The representatives are expected to familiarize themselves with specific cultural issues that impact their teammates. They are also tasked with assuring their teammates are provided with information regarding ongoing JEDI activities that are happening on campus and in the community.

Student-Athlete Advisory Committee Diversity and Inclusion Subcommittee

The Student-Athlete Advisory Committee (SAAC) Social Justice Subcommittee aims to provide counsel, feedback and programming around Diversity and Inclusion for the greater SAAC and student-athlete body. Members collaborate with the Senior Associate Athletic Director for Diversity, Equity and Inclusion on Diversity and Inclusion events, such as the annual Summit.

Diversity Conference Attendance

Opportunities may be available for student-athletes and staff to be sponsored to attend diversity and inclusion-related conferences. Previous conferences that have been available are the Black Student-Athlete Summit, Athlete Ally Leadership Summit and programs sponsored by the NCAA Office of Inclusion.

Big Ten Anti-Hate and Anti-Racism Coalition

The goal of the Coalition is to seek tangible ways to combat racism and hate around the world while also empowering student-athletes to express their rights to free speech and nonviolent protest actively and constructively. The Coalition is comprised of student-athletes, staff members, coaches, faculty, and administrators from the 14 institutions across the Big Ten Conference. The Coalition is consistently working to create content, programming and policies that can be distributed and implemented across the Big Ten Conference. Members of each Coalition take the information and explore ways to implement it to their specific campuses.

Student Athlete Affinity Groups

There are currently three established affinity groups within the athletic department. These groups are open to all student athletes.

Black Student Athlete Alliance

Advisor: Nedu Izuegbunam & Strategic Initiatives Coordinator

Athlete Ally

Advisor: Strategic Initiatives Coordinator

International Student Athlete Alliance

Advisor: Nedu Izuegbunam & Strategic Initiatives Coordinator

Cultural Celebrations

Nebraska Life Skills frequently partners with campus and community partners to host, sponsor and co-manage programming for several cultural celebrations. Some programs include:

- **Black History Month Celebrations**
- **Women's History Month Celebrations**
- **Asian American and Pacific Islander Heritage Month Celebrations**

Faces of Inclusion Video Spotlights

Athletics features video spotlights of student-athletes and staff from diverse backgrounds. The following spotlights/celebrations have been honored:

- Asian American and Pacific Islander Heritage Month
- Hispanic and Latinx Heritage Month
- International Student-Athlete Support

Diversity and Inclusion annually plans an international student-athlete welcome program for incoming international student-athletes, as well as collaborative programs with The International Student and Scholar Office (ISSO). ISSO provides support and materials to international student-athletes on an ongoing basis.

Specific Workshops, Dialogue, and Trainings

Workshops, dialogues and trainings are available for teams, as well as bystander intervention programs to learn how to address problematic language and diversity and inclusion related issues. Lastly, educational sessions are available, please work with the Executive Associate Athletic Director for Strategic Initiatives to schedule a session.

Academic Support

The University of Nebraska Athletic Department offers a comprehensive academic support program that is integrated with other campus resources. Specific academic support services available to all student-athletes focus on their transition, retention and graduation. Services are administered by 14 full-time staff members and approximately 50-75 tutors and learning assistants. The full-time staff includes a director, two associate directors, four academic counselors, one learning specialist, three academic specialists, two assistant academic counselors and an administrative assistant. The director has a direct reporting line to both the Faculty Athletics Representative and the Athletic Director.

The Dick and Peg Herman Family Student Life Complex offers Nebraska's student-athletes a 50,000 square foot complex that is open for use over 120 hours each week. Within the Herman Student Life Complex, six interrelated centers provide a variety of resources to student-athletes: the Hewitt Academic Center; the DJ Sokol Enrichment Center; the Scott Technology Center; the Abbott Life Skills Center; the Papik Compliance Center and the Lewis Training Table.

Nebraska's academic support program has been certified by the National Association of Academic Advisors for Athletics (N4A) as meeting the standards established by the N4A. In addition, the University of Nebraska Faculty Senate's Intercollegiate Athletics Committee conducts annual reviews of specific components of the academic support program or other academic topics current in intercollegiate athletics.

Academic Monitoring

Each member on the academic support staff utilizes available services and resources with student-athletes to develop tailor-made academic plans. Utilizing these plans while monitoring academic progress, staff members help student-athletes maximize academic achievement and opportunity for graduation.

Academic support staff monitor and provide assistance with NCAA initial eligibility and University of Nebraska admissions to prospective student-athletes. Academic support staff work in conjunction with university advisors to assist student-athletes with major exploration, course registration and an understanding of university, Big Ten Conference and NCAA academic rules and policies.

Academic progress is monitored each semester through frequent meetings with individual student-athletes and supplemented by academic progress reports from instructors. Academic progress reports are sent electronically to the instructors of all student-athletes three times each semester. Course instructors typically comment on attendance, class participation and estimated grade. This information is utilized to determine additional services and resources that may be beneficial.

Academic support staff review the progress toward graduation and NCAA progress-toward-degree requirements for athletic eligibility on an ongoing basis. The Assistant Registrar for Athletic Certification is consulted regularly to review the eligibility certification of student-athletes.

Finally, academic support staff refer and make student-athletes aware of numerous University of Nebraska campus resources.

Academic Services

Orientation

All new student-athletes are required to attend an orientation at the beginning of their academic career.

Student-athletes are introduced to staff, faculty, administrators and a variety of resources that will help facilitate the transition into college while enhancing awareness of support services in the Athletic Department and across campus. The student-athlete orientation is provided in addition to other new student orientation/enrollment programs offered by the University of Nebraska.

Educational Assessments

Informal and formal educational assessments are administered to student-athletes upon request from a student-athlete or recommendation from an academic support staff member, coach or faculty member. Referrals are made to a consulting psychologist who conducts the more in-depth assessments. If it is determined that a student-athlete meets criteria for a learning disability or another medical condition that impedes the student's ability to reach their academic potential, appropriate accommodations are implemented by the Office of Services for Students with Disabilities.

Mentoring

Academic support staff serve as mentors to all incoming student-athletes and a select group of returning student-athletes. Student-athletes in the mentoring program meet with their mentor weekly to develop time management and organizational skills, gather and report academic progress information and discuss academic success strategies.

Tutorial Support

Student-athletes have access to both individual and group tutoring. Tutorial sessions are designed to guide the student to learn and achieve within the course content, develop study skills, promote independent learning, encourage academic success and improve student retention. Additionally, writing consultants trained by the University of Nebraska English Department are available to assist student-athletes. The tutorial program is certified as a model tutoring program by the College Reading and Learning Association (CRLA). CRLA certification requires that each tutor receive extensive training, which includes instruction regarding relevant NCAA rules, tutorial policies and procedures, information regarding academic ethics and honesty and individual tutor annual evaluations.

Study Hall

Academic support staff determine which student-athletes are required to attend study hall based upon test scores, class rank, grade-point average, probation status, present class schedule and past academic record in addition to consulting with coaches. Student-athletes are required to complete a designated amount of study time, complete objective-based study hall or a blended approach of objectives, tutoring and study time.

Technology Resources

New laptops are provided to all student-athletes for use during their academic career at Nebraska. Additionally, the Scott Technology Center hosts several desktop computers and features two tech tables for use on group or online projects, and collaborative group study sessions.

Life Skills

Overview

Initiated in 1987, Nebraska's Life Skills Department proactively educates and fosters student-athletes' acclimation to the University of Nebraska and promotes total person development to best prepare student-athletes for life after sports through service opportunities, leadership, and personal, professional, and career development.

Student-Athlete Advisory Committee (SAAC)

The Student-Athlete Advisory Committee was established to ensure student-athletes have a voice, two elected representatives from each of Nebraska's 24 teams meet once a month to discuss various issues and related to student-athlete welfare and community service.

Inner Circle

Established in 2014, Inner Circle is one of the top student leadership organizations on campus. Inner Circle consists of student-athlete emerging leaders who meet once a month to focus on leadership, personal, and professional development, while connecting with prominent alumni, community members, and business leaders.

Husker Healers

Husker Healers is for all student-athletes pursuing or considering a career in healthcare after college. The group meets monthly where student-athletes can network with other athletes and share similar aspirations after college, learn more about the process to get admitted into graduate/professional schools, develop skills needed for applications, volunteer in the community and share knowledge with their peers.

N-volved

N-volved is a discussion-based social climate leadership group that provides student-athletes with a safe space to discuss and explore current events and have difficult conversations. The group focuses on developing meaningful relationships that enhance understanding, connectedness, and personal growth.

Husker Outreach Program

Nebraska student-athletes from all 24 sports have combined efforts with coaches, former student-athletes and other campus leaders to be a positive influence on youth on a statewide basis. The Life Skills staff will work with student-athletes one-on-one to identify areas that best align with student-athlete strengths and interests.

Career Planning

Student-athletes receive individual and personalized career planning assistance from their designated Life Skills representative. Student-athletes have the opportunity to attend the Student-Athlete Career Fair each February and other opportunities on campus. Life Skills also hosts a Student-Athlete Networking Night for second-year student-athletes.

Post-Eligibility Opportunities

Nebraska student-athletes who graduate, letter, and exhaust eligibility at Nebraska can receive a \$7,500 scholarship to use upon graduation for an internship, study abroad experience, graduate school or an approved entrepreneurial endeavor. To receive funds, student-athletes must meet the above-mentioned criteria. For more information you can contact PEO Director Tom Lemke.

Careers & Graduate School

Student-athletes receive guidance in the process of securing internships and full-time employment as well as acceptance into advanced-degree programs. Regardless of post-graduate plans, student-athletes can connect with numerous offices on campus who are area experts in those fields: UNL Career Services, individual college career services, or UNL Graduate Studies. Student-athletes are made aware of resources, such as Husker Hire Link, an online internship/job platform, which provides students exposure to numerous internship and full-time job postings related to academic and professional pursuits.

In Their Words

“I have really appreciated everything the Life Skills Department has done for me over the years as a Husker student-athlete. I have learned so many valuable skills off the golf course which have helped me build my resume, prepare for interviews, impact the community, and gain valuable internship and career experience. Nebraska Athletics has the best Life Skills Department in the country, and I am so grateful for everything it has done for me.”

Megan Whittaker, Women’s Golf

“The life skills department continues to be one of the most valuable resources for me at Nebraska. Since day one they’ve provided me with opportunities to get hands on experience in my career field, have meaningful interactions with my community, and prepare me to navigate life after college. Because of the dedication and commitment to helping us grow in all aspects of our being, I’m confident that anyone who takes advantage of this unique part of Nebraska will grow to become the most successful version of themselves!”

Sadio Fenner, Men’s Cross Country

“THE ABSOLUTE GOLD STANDARD- the Nebraska Life Skills Department is the best of the best, nationwide, for providing consistent, high-level education and programming for developing the total person. Our student-athletes have endless opportunities to grow as people, enhance their skills professionally, make a positive impact by serving in the community. In talking with student-athletes and alumni about their experience at Nebraska, they always rave about our Life Skills Department and their gratitude for the people that invested in them.”

Rhonda Revelle, Nebraska Softball Head Coach

Staying Connected

Nebraska offers a lifetime pledge to Husker student-athletes extending far beyond exhausting their eligibility and college graduation. As the saying goes.... “Once a Husker....Always a Husker!” The Life Skills staff offers continuous support as student-athletes transition into the working world and endure future career changes. Life Skills also involves many letterwinner alums into career programming on a regular basis.

Teamworks

Teamworks is the leading athlete engagement platform, built by athletes for athletes. This software and app make everything easier for elite athletic teams- from scheduling and communication, to sharing files

and managing travel. Upon hiring or enrollment, you will be added and will receive an email at your UNL address to log in for the first time.

Life Skills Staff

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Sport Psychology Services

Taking care of your mental, social and emotional health is a critical component of performing at your best as a student-athlete. Sport Psychology (SP) offers an array of services for Husker student-athletes to address psychological concerns and to aid in developing a high-performance mindset.

Crisis or Emergency Care

Dial 911 for emergency care if you or another student is in immediate danger of harming oneself or someone else. If you are struggling with these types of thoughts or feelings, but do not intend to act on those thoughts or feelings, you can schedule an appointment to discuss them with a licensed sport psychologist at (402) 472-3445. If you would like to speak with someone immediately but do not plan to harm yourself right now, you can call the UNL crisis hotline, (402) 472-7450, or the national suicide hotline at 1-800-273-TALK (8255) or call/text the Suicide & Crisis Lifeline at 988.

Pre-Performance Screening:

Mental Health: All incoming freshmen and transfer student-athletes are required to complete a mental health screening questionnaire. This screening assesses mental health concerns typical of college students. The screening will aid the sport psychologists in determining which student-athletes may benefit from additional meetings to support their mental wellbeing.

Performance Evaluations: Teams can participate in psychological performance evaluations to help coaches and athletes identify individual strengths, areas for growth, learning styles and coaching preferences. These evaluations are utilized by the coaching and performance staffs to develop a tailored sport training program to optimize an athlete's potential.

Mental Health Care

The SP staff is comprised of a multidisciplinary treatment team. Treatment is holistic and comprehensive in nature. Approximately 50-60 percent of all Husker student-athletes seek sport psychology services per year. Consistent with the current NCAA medical initiatives, sport psychology services adhere to a multi-tiered approach targeting first the primary healthcare needs of student-athletes (mental health), followed by individual mental skill building and team mental toughness training. To schedule an appointment with one of our psychologists, please call (402) 472-3445.

Counseling Services: Husker licensed mental health providers offer an array of confidential one-on-one treatment services for student-athletes coping with a mental health condition. Treatment services are available to address anxiety, depression, relationship difficulties, communication, attentional problems, substance use, mood changes, sleep difficulty, eating disorders and compulsive behavior among others.

Group counseling is also available. Groups are comprised of 8-10 student-athletes who want to cultivate coping strategies for better managing stress, dealing more effectively with emotions, improving interpersonal skills, and developing mindfulness strategies. Groups are limited and a referral is needed to join the group.

Psychological Assessment: Our licensed and board-certified neuropsychologist offers psychological assessments to help in the diagnosis and treatment recommendations for ADHD, learning disabilities, concussion, dyslexia and complex psychological conditions.

Psychiatric Treatment: The SP have a network of psychiatric care providers including psychiatrists and psychiatric nurse practitioners available for referral in the event a student-athlete might benefit from psychopharmacological care.

Performance Psychology Services

Individual Mental Skills Training: Husker sport psychology staff meet individually with student-athletes to create training plans for performance issues such as: composure, confidence, routines, focus and concentration, motivation, goal setting, physiological arousal regulation, stress management and performance under pressure to assist athletes in achieving peak performance on a consistent basis.

Biofeedback Training: SP offers biofeedback services for mental health and peak performance. Biofeedback is the use of technology to monitor our physiology. The purpose of biofeedback equipment is to gain a better understanding of how our mind and body operate in unison. In turn, we can use this knowledge to achieve greater control over our mental, emotional, and physical health.

Team Services: Each team has an assigned sport psychology staff member who collaborates with the sport coaches and performance staff to design a tailored performance program that can include team building/cohesion, leadership development, talent identification and strengths building, mental skills training, psychological assessment and coach consultation.

Performance Nutrition

Purpose

The purpose of the UNL Performance Nutrition department is to provide services that enhance the student athlete's overall health and recovery. Our Training Table operates and sets its menus with a student athlete first mentality. We seek to provide healthy, accommodating nutrition options for all our athletes at breakfast, lunch, and dinner.

Goals

- To offer a variety of food and beverage products that are readily available and accessible for all student athletes.
- To provide a wealth of education and resources that each student athlete can utilize to enhance their overall level of knowledge and awareness as it pertains to fueling their body for competition and recovery.

Description of Services

Performance Nutrition seeks to provide fueling options and education to Husker student athletes, so they are adequately prepared and knowledgeable on the impact nutrition can have in their lives as athletes and after sport.

Nutrition Overview

Our Training Table is the primary resource for student athletes to seek out holistic fueling options. Our Training Table operates and sets its menus with a student athlete first mentality. We seek to provide healthy, accommodating nutrition options for all our athletes at breakfast, lunch, and dinner.

Our fueling stations are the secondary resource for student athletes to fulfill their fueling needs. The primary goal of our fueling stations is to provide quick and easy sources of nutrition and hydration to supplement training and competition.

Team rooms and competition fueling are an additional asset our student athletes can utilize. Each team has a dietitian that coordinates additional nutrition options to team rooms and around competition.

Husker Bucks are provided to student-athletes to supplement meals on their own. Athletes have the chance to purchase a meal at local restaurants or choose to use the dollar value on groceries.

Education & Consultation

Each team has a sport specific dietitian who oversees the nutritional needs per team. Our dietitians are a great resource for education and consultation to our student athletes. The dietitians conduct DEXAs for body composition assessment, hydration testing, consult with athletes individually, provide nutrition education team talks (hydration, Pre-workout fueling, recovery, nutrition) and coordinating materials, host cooking classes & grocery store tours, and assist with fueling options surrounding competitions.

Contact	Phone Number	Email Address
Lisa Kopecky, MS, RD, LMNT Director of Olympic Sports	402-326-0800	lkopecky@huskers.com
Kristin Coggin, RD, LMNT Director of Football Nutrition	931-309-7268	kcoggin@huskers.com

Strength and Conditioning

The Athletic Department has established a comprehensive strength and conditioning program to improve performance and lessen the possibility of injury. The strength and conditioning staff provides the best program available while maintaining the highest safety standards. The department has three weight rooms available for use by student-athletes. The Ndamukong Suh Strength Complex, is located in the Tom and Nancy Osborne Athletic Complex. The Alloy Strength Complex is located inside the Hawks Championship Center. The Hendricks Training Complex is located at the Bob Devaney Sports Center.

All intercollegiate athletic teams have a strength and conditioning program designed specifically for the rigors of their individual sport. Each program addresses mobility, conditioning, strength, power, speed and body composition on an individual, team member basis. These programs are then carried out under the direction of the certified strength and conditioning staff. Individual and team assessments are carried out periodically during the year. A schedule of use for weight room facilities may be arranged through and at the discretion of the Head Strength Coach assigned to each sport. At no time will scheduling of individual time supersede team use of the facilities.

Work Environment

The work that takes place in the weight room is serious in nature. All student-athletes who use the strength and conditioning facilities should do so productively. You should arrive at your scheduled time, obtain your workout program, and go through the session with a positive attitude and minimal waste of time. Approach your workout session as an opportunity to improve yourself so you can perform better at your sport.

Safety

Safety in the strength and conditioning facilities depends upon following facility rules. Always think cautiously when performing any exercise. The weight rooms were established so you would have the opportunity to become stronger and more injury resistant. Injuries should not occur in the weight room.

Spotters serve two basic purposes: (1) To motivate or encourage you to give it your all and (2) to supervise your workout in order to make it safe for you. Always have someone spot you when performing any exercise. The spotter should be prepared to assist the lifter when the weight cannot be raised.

Be aware of other people around when performing any exercise. If people are in the way, there is always the possibility of dropping a weight on them or hitting them with a barbell. On machine exercises, make sure a spotter has his/her hands clear of the machine before beginning to exercise. If an injury should occur, immediately contact the nearest strength coach.

Weight Room Policies

Note: To all persons using University of Nebraska Weight Rooms. These rooms are provided to improve the performance of Nebraska athletes. The following rules are presented so the weight rooms will remain clean, neat and ready for athletes to safely use the equipment. Your cooperation is appreciated.

1. No student-athlete is allowed to lift until they have medical clearance. Guests must sign a waiver.
2. Student-athletes are required to use collars once there is any weight on the bar.
3. Student-athletes should show respect at all times; spitting in or defacing the facility is not tolerated, horseplay, loud, offensive language, or temper tantrums are not permitted.

4. The staff offices and telephones are off limits to student- athletes.
5. Everyone should wear proper adidas training attire.
6. Student-athletes should utilize spotters when necessary.
7. Immediately report any facility-related injury or facility/equipment irregularity to the supervisors on duty.
8. The Nebraska Strength and Conditioning Department is not responsible for users' personal belongings or lost or stolen items.
9. Equipment is not to leave the Nebraska Strength and Conditioning facilities without permission from the Strength and Conditioning staff.
10. The on-duty supervisors have the authority over all weight room conduct and use of equipment and may expel a student-athlete from the facility for failure to follow instructions.

Athletic Support

Huskers Athletic Fund

The primary mission of the Huskers Athletic Fund is to provide all student-athletes with the resources and support they need to be successful in academics, athletics and life. Nebraska Athletics is one of the very few self-sustaining intercollegiate athletic programs in the country and does not receive any university subsidies or state tax dollars. Therefore, our donor support from alumni, letterwinners, fans and friends of athletics is vital, enabling Nebraska Athletics to continue to invest in the student-athlete experience.

Contributions to the Huskers Athletic Fund enrich support for scholarships, PEO programming, N-Vest, NoFilter, sports performance areas, and facilities.

Donors and letterwinners can make annual contributions through sport specific support or through endowments.

For the latest information on membership levels and benefits, please visit HuskersAthleticFund.com. For more information, contact Mattie Fowler Burkhardt, Assistant AD – Annual Giving, at 402-472-2714 or mfowler@huskers.com with any questions.

N Club

The N Club provides opportunities to letterwinners from all sports for connection, engagement and involvement through events, special reunions and regular communication while supporting the athletic, academic and career success of current student-athletes. Over 6,000 letterwinners from across the country are involved with this distinguished group.

For more information, contact Mattie Fowler Burkhardt, Assistant AD – Annual Giving, at 402-472-2714 or mfowler@huskers.com with any questions.

Nebraska Spirit Squad

Welcome to the University of Nebraska Spirit Squad home page! The Spirit Squad is made up of three groups; the Cheer Squad, Scarlets Dance Team and our Mascots--Herbie Huskers and Lil' Red.

Whether they are chanting Husker Power in front of 90,000 Nebraska fans at Memorial Stadium or cheering on our top-ranked volleyball team at the Devaney Center, the Spirit Squad is at the forefront of Husker Nation motivating and entertaining fans, promoting school spirit and serving as ambassadors for the University at campus and community events.

In addition to performing at home and away football games, volleyball and men's and women's basketball, the squad participates in over 200 hours of public service each year all while maintaining full time academic standing and an average 3.4 cumulative GPA.

NCAA COMPLIANCE AND THE PRINCIPLE OF ETHICAL CONDUCT

To participate in intercollegiate athletics, student-athletes must maintain athletic and academic eligibility. Your coach, academic counselor, the Compliance staff, the Academic staff, the Director of Athletics, the Faculty Athletics Representative, and the Chancellor work together to ensure adherence to all NCAA and Big Ten Conference regulations regarding your eligibility.

Though NCAA and Big Ten Conference rules may seem complicated, they ensure that all teams and student-athletes play according to the same rules, with no team having an unfair competitive edge. Great effort is made by the University of Nebraska-Lincoln (UNL) administration to see that you and all staff members are familiar with these rules and understand that any deviation from them, whether knowingly or through ignorance, is not condoned by the Athletics Department or UNL.

All student-athletes are required to conduct themselves in an ethical manner in compliance with NCAA and Big Ten Conference regulations, and risk losing eligibility to compete if he or she evades or violates those regulations. Unethical conduct includes, but is not limited to, withholding information, providing false information, and providing misleading information.

The following sections are intended to reinforce the rules and requirements that have been discussed during your meetings with the Compliance staff. These sections are not intended to be all-inclusive. If you have any questions regarding NCAA, Big Ten, or UNL rules and regulations, please contact a member of the Compliance staff.

Academic Integrity

All institutional staff members and student-athletes are expected to act with honesty and integrity in all academic matters and must adhere to UNL Standards of Academic Integrity and Responsible Conduct. Examples of Academic Integrity violations include, but are not limited to:

1. Plagiarism;
2. Fraud;
3. Alteration or falsification of an academic record; and
4. Institutional staff members or individuals outside of the institution (e.g. donors, fans) providing student-athletes with impermissible academic assistance.

Academic Eligibility

Eligibility for Competition and the Six-Hour Rule

A student-athlete, enrolled as an undergraduate student or as a graduate student, is required to complete a minimum of six semester hours of degree-applicable academic credit in the previous full-time regular academic term to be eligible for competition. To be eligible to compete in a postseason event (e.g., conference tournament, bowl game, NCAA Championship) that occurs between regular terms, a student-athlete must have completed 6 semester hours of degree-applicable credit in the previous academic term.

Eligibility for Competition in Football and the Nine-Hour Rule

Student-athletes must pass nine hours of degree-applicable credit in the fall semester. If not, the student-athlete will be ineligible for the first four games of the following season.

Eligibility for Competition in Wrestling

After first term at institution student-athletes must have minimum 2.0 cumulative OR term GPA for institutional or outside competition. No outside competition permitted during first full-time term of college enrollment.

Academic Redshirt – Freshmen Student-Athletes

If the NCAA has certified you as an Academic Redshirt, you must pass nine hours in the fall semester to gain access to practice in the spring semester.

Full-Time Enrollment

NCAA and UNL rules require that a student-athlete is a full-time, degree-seeking student in order to represent UNL in athletic practice and competition. This means you must be enrolled in at least 12 credit hours if enrolled in an undergraduate program and at least nine credit hours if enrolled in a graduate program.

Full-Time Enrollment Exception

A student-athlete is not required to be enrolled full-time to participate in practice and competition if he or she meets both of the requirements below:

1. The student-athlete is in the last semester of his or her undergraduate degree; and
2. The student-athlete is in the final hours for the completion of his or her degree.

Enrollment Changes

Changes in your enrollment (e.g. petitions to add/drop courses, late enrollment, instructor drops) should be submitted prior to the published deadlines to ensure that your records are accurate and complete.

You must have approval from your academic advisor to drop a class. This policy is designed to prevent you from making changes in your academic schedule that may jeopardize either your academic or eligibility status.

NCAA Progress Toward Degree Requirements for Competition Eligibility

1. Before third semester of full-time enrollment
 - a. Completed/passed 24 credit hours that count toward your degree (all hours must be taken at UNL).
 - b. 1.8 GPA minimum.
2. Before fifth semester of full-time enrollment
 - a. Declare a degree.
 - b. From the previous two terms, pass a minimum of 18 credits that go toward your degree.
 - c. Must have completed 40% of your degree requirements.
 - d. 1.9 GPA minimum.
3. Before seventh semester of full-time enrollment
 - a. From the previous two terms, pass a minimum of 18 credits that go toward your degree.
 - b. Must have completed 60% of your degree requirements.
 - c. 2.0 GPA minimum.
4. Before ninth semester of full-time enrollment

- a. From the previous two terms, pass a minimum of 18 credits that go toward your degree.
- b. Must have completed 80% of your degree requirements.
- c. 2.0 GPA minimum.

5. Wrestling Only – After First Semester

- a. 2.0 cumulative OR term GPA minimum.

UNL Grading System

UNL uses an A through F grading system. The letter grades with point values in parentheses are:

- A+ (4.0), A (4.0), A- (3.67)
- B+ (3.33), B (3.0), B- (2.67)
- C+ (2.33), C (2.0), C- (1.67)
- D+ (1.33), D (1.0), D- (.67)
- F (0)

Grades of W (withdrew), I (incomplete), P (pass/C or better) and N (no pass) may also be given. These grades are not assigned grade points and are not used in computation of a student's grade-point average.

Amateurism

Only amateur student-athletes are eligible to compete at the NCAA level. Participating in any of the impermissible actions below jeopardizes your amateur status and negatively impacts your eligibility.

Agents for Professional Sports Representation

1. Accepting any benefit from an agent is not permissible. It is also impermissible for your family and friends to accept benefits from agents. Please see section titled Name, Image, and Likeness Employment for regulations related to the use of marketing agents.
2. Agreeing to have an agent represent you, verbally or in writing, before your eligibility is exhausted is not permissible.
3. The State of Nebraska requires agents to register and maintain good standing with the Secretary of State. If you have any agent questions, please contact the Compliance staff.

Employment

A student-athlete is permitted to earn legitimate employment income at any time, as long as the following requirements are met:

1. You are only compensated for the work you actually perform and the hours you actually work.
2. Your rate of pay is proportionate to the rate of pay that other individuals are being paid for similar work in the locale in which the work is being performed.
3. You are not being paid in advance of the work you perform.

4. You are receiving the same benefits as all other similarly situated employees. For instance, it is not permissible for your employer to provide you with transportation if transportation is not available to all employees.
5. If you are an international student-athlete, you may not work off-campus.
6. You register all employment with the Compliance staff. Name, Image, and Likeness (NIL) Employment

Name, Image and Likeness Activities (NIL)

A NIL activity occurs when a student-athlete is being compensated for the use of his or her name, image and/or likeness. Activities range from sponsored social media posts and operating a camp to autograph appearances and apparel sales. Similar to our academic, life skills, nutrition, and performance programs, we devote resources to NIL programming so that Husker student-athletes can have the best student-athlete experience in the country.

For the most recent information and education related to name, image, and likeness activities, please visit: [Huskers.com/NIL](https://huskers.com/NIL)

Impermissible Actions with Professional Teams

1. Entering into a verbal or written agreement to compete in professional athletics.
2. Negotiating a verbal or written professional contract.
3. Participating on a professional athletic team.
4. Requesting to have your name be put on a draft list for professional sports.
5. Trying out with a professional sports organization. For exceptions regarding the draft or tryouts, please see the Compliance staff.

Impermissible Forms of Payment

1. Accepting payment or the promise of pay (e.g. cash, prizes, travel) for competing in a sport.
2. Accepting gifts, money, impermissible meals, loans of cars or money from Athletic Department staff, donors, or fans.
3. Receiving more than actual and necessary expenses to compete.
4. Receiving any benefit that is not available to other students at UNL.

Outside Competition

Participating in any competition or practice where you are participating as an individual or on a non-UNL athletic team, without prior approval from the Compliance staff and Faculty Athletics Representative is not permissible. Examples of outside competition include, but are not limited to, national team tryouts, practices, and competition, participation on club teams, and participation on summer league teams. If you plan to miss class for an outside competition, you are required to submit the proper documentation to the Compliance staff at least two weeks before the event is to take place.

Complimentary Admissions

Complimentary Admissions in Your Sport

NCAA rules allow each student-athlete to receive a maximum of four complimentary admissions per regular-season event in his or her sport. You may receive a maximum of six complimentary admissions for conference championships, NCAA championships, or bowl games. It is not permissible for you to sell or exchange for anything of value your complimentary admissions. It is also not permissible for your guests to sell or exchange anything of value for the complimentary admission.

Complimentary Admissions for Other Sports

Student-athletes may attend other sporting events and receive one complimentary admission with a UNL ID. Student-athletes who serve as a host for a recruit on an official or unofficial visit and student-athletes who are being honored at an event may receive a complimentary admission.

Guest Information

1. All guests must present valid photo IDs in order to obtain admission. Children who do not have a photo ID may present other forms of identification (e.g. birth certificate, social security card, school ID, health insurance card).
2. The designated gate for complimentary admissions will open 90 minutes before the game and remain open until the end of the first half (or halftime.)
3. Once guests are admitted, they will sign for a seat location pass.
4. Admission is through a pass list. Hard copies of tickets are not distributed.

Extra Benefits

A student-athlete or prospective student-athlete may not accept any benefits not offered to the general student body. It is not permissible for a student-athlete or his or her family or friends to receive a benefit that is the result of a "special" arrangement by an institutional employee, donor, employer or fan.

Non-permissible benefits include, but are not limited to:

1. Free or reduced-fee housing/rent, including the use of vacation or seasonal homes;
2. Free or reduced-fee meals;
3. Free or reduced-fee merchandise and tickets;
4. Loans or cash advances in pay or salary;
5. Gifts or presents of any type regardless of the occasion or purpose;
6. Use of telephone for long distance or use of telephone cards and cell phones;
7. Free transportation;
8. Free use of any motor vehicle, boat or recreational vehicle;
9. Free use of services (e.g., automobile repair, laundry, copying, faxing, etc.); and
10. Free or reduced-fee memberships at golf courses, health clubs, gyms, etc.

Financial Aid and Scholarships

It is permissible for student-athletes to accept the following forms of financial assistance to help pay for expenses associated with attending UNL:

1. Financial support from parents and relatives;
2. Aid awarded for non-athletic abilities (e.g., academic achievement);
3. Aid from a UNL or non-institutional source that meets NCAA requirements;
4. Athletic-related grant-in-aid from UNL (i.e. athletic scholarship); and
5. Aid from outside scholarships that meets NCAA requirements.

Any financial assistance outside of an athletics scholarship must be approved by the Office of Scholarships and Financial Aid to ensure that the aid is in accordance with Federal, NCAA and Big Ten Conference regulations.

The Compliance Staff is responsible for ensuring that conduct and operations of Nebraska's 24 varsity sports are in compliance with NCAA and Big Ten Conference rules and regulations. The staff oversees the monitoring of recruiting activities, camps and clinics, student-athlete employment, and playing and practice season limitations. Further, they help set policies, develop goals and objectives, and assist in creating strategic plans for the compliance unit.

- Jamie Vaughn - Executive Associate Athletic Director for Compliance
- Jena Johnson - Associate Director
- Patty Peterson - Associate Director
- Kalyn Byers - Associate Director
- Brian Garand – Compliance Coordinator
- Patrick Kelly - Compliance Assistant/Security
- Holly Glenn - Compliance Secretary

Athletic Grant-in-Aid (Scholarship) Information

Teams are provided with a specific number of grants-in-aid (scholarships) to provide per academic year, in accordance with budgetary restrictions and NCAA regulations. These grants are awarded by the University's Office of Scholarships and Financial Aid upon the recommendation of the head coach and the approval of the Director of Athletics. A scholarship is not reimbursement for services performed, but is instead provided to help student-athletes with educational expenses. An athletic grant-in-aid (scholarship) is restricted to covering the following educational expenses:

1. Actual cost of tuition;
2. Required institutional fees;
3. Cost of room (rent), based on the allowance for a room as listed in the institution's on-campus housing catalog;
4. Cost of board (food), which consists of three meals per day;
5. Actual cost of course-related books; and
6. Miscellaneous expenses up to cost of attendance.

Athletic Grant-in-Aid (Scholarship) Reduction or Cancellation

A student-athlete's athletic scholarship may be reduced or canceled at any time if:

1. You render yourself ineligible;
2. You misrepresent any information on an application, financial aid agreement or Letter of Intent;
3. You engage in serious misconduct warranting substantial disciplinary penalty from UNL's regular student disciplinary authority;
4. You voluntarily withdraw from the team;
5. You provide the compliance office with written notification of transfer;
6. You violate team rules set forth by the head coach;
7. You violate any state and/or federal laws; or
8. You violate any non-athletically related conditions included in your athletics scholarship. Athletic Grant-in-Aid (Scholarship) Reduction and Cancellation Process and Procedures

If at any time a student-athletes' athletic scholarship is reduced or canceled, you have the right to an appeals hearing. The procedures for this hearing are outlined below.

1. The student-athlete must submit in writing a request for an appeals hearing with the Athletic Scholarship Appeals Committee within 10 calendar days of the notification of the action.

2. The request should be submitted to:

Director of the Office of Scholarships and Financial Aid
17 Canfield Administration, City Campus

3. A meeting date will be established by the Appeals Committee, which consists of: (1) the Vice Chancellor of Student Affairs; (2) the Director of the Office of Scholarships and Financial Aid; (3) the UNL Faculty Athletics Representative to the NCAA and Big Ten Conference; and (4) the Chair of the Intercollegiate Athletic Committee.

4. Minutes will be kept of the meeting, and the student-athlete will have the opportunity to explain his or her situation and express his or her concerns.

5. The Athletic Department/coach will be asked to prepare a written and/or verbal report indicating basis for the reduction or cancellation.

6. The Athletic Appeals Committee will caucus following the hearing to determine the outcome of the appeal.

7. The decision of the Athletic Appeals Committee will be submitted to the Athletic Department for appropriate action.

Monthly Stipend

You will receive a monthly stipend if your athletic scholarship is allocated to pay other expenses related to attendance, room and/or board. The amount of your stipend will vary depending on your scholarship and if you live on or off campus. The stipends are direct deposited into your personal bank account (as you entered on MyRed) or the US Bank Card for international student-athletes.

Post-Injury Grants in Aid

In the event of a career-ending injury or illness as a result of UNL athletic participation, the Athletic Department will renew the award, per Nebraska State Law, Section 85-9, 110 R.S. Supp., 1984 which declares: “No public postsecondary educational institution in the State of Nebraska shall, prior to graduation, reduce, cancel, or refuse to renew an athletic grant-in-aid to a student during his or her period of eligibility to compete in intercollegiate athletics solely because of an injury which prevents the student from participating in athletics.”

Student Assistance Fund

The NCAA Student Assistance Fund (SAF) is intended to assist student-athletes in meeting financial needs that arise in conjunction with participation in intercollegiate athletics and enrollment in an academic curriculum. For examples of permissible use of SAF, please contact the Compliance staff.

Eligibility

The following individuals are eligible to receive the SAF:

- Scholarship student-athletes.
- Walk-on student-athletes who have completed one full semester.
- Student-athletes must be listed as a current squad member on the date of the request and the date refund is ordered.

Amount

The amount each student-athlete will be able to access in SAF will be communicated to student-athletes at the beginning of each academic year.

Gambling

NCAA rules strictly prohibit Athletic Department staff members and student-athletes from engaging in sport wagering activities.

We hope that you will never be approached in an attempt to involve you in a gambling or bribery situation. However, on some campuses in the past, student-athletes have become involved with organized gambling operations. The results of this involvement have been both severe and tragic, not only for the individual but for the entire Department of Athletics.

Although some states have legalized sports betting, it remains impermissible under NCAA legislation. Be aware that the gambling industry is constantly seeking sources of information because operators use inside information to set the betting line or odds. It is possible that you may be approached and questioned about the condition and attitude of teammates. As a student-athlete, you may be asked to alter a game in some manner and be offered favors or gifts for doing so. If this occurs, you are required to report the incident to your coach or the Compliance staff immediately. UNL and the Athletic Department are committed to combating all forms of gambling and bribery. An attempt to procure information through bribery of a sports participant is a felony. You should keep in mind that participation in gambling interests, even in the most minor fashion, may jeopardize your athletic career.

NCAA Gambling Restrictions

1. It is not permissible for you to place or accept a wager on any sport, at any level (e.g. professional, college, high school, amateur), in which the NCAA hosts a championship, in bowl subdivision football, and in emerging sports for women.
2. Impermissible gambling occurs when you place a wager or accept a wager of money or anything of value for a chance to win something.
3. Gambling prohibition includes sporting events at the professional, college, and amateur (e.g. high school, youth team) levels.
4. It is not permissible for you to knowingly provide information concerning intercollegiate athletic competition to individuals involved in organized gambling activities.
5. It is not permissible for you to accept any benefits from individuals (e.g. meals, presents, money), in exchange for supplying information or for attempting to alter the outcome of any contest.

NCAA Gambling Examples

1. It is not permissible to enter an NCAA Tournament Bracket Challenge that requires an entry fee.
2. It is not permissible to enter a Super Bowl pool that requires an entry fee.
3. It is not permissible to participate in an online fantasy league that requires an entry fee.
4. It is not permissible to use sites like Draft Kings or Fan Duel.

Gambling Penalties

Impermissible gambling under NCAA rules will result in a loss of eligibility. It is also important to be aware of the legalities of gambling from an institutional, state and federal level. Understand that the consequences at the institutional level may be expulsion, and that UNL will assist with the enforcement of any and all federal, state and local gambling and anti-bribery regulations.

Practice and Competition

Seasons of Competition and the Five-Year Rule

Student-athletes have five years to complete four athletic seasons in a sport. The five-year clock begins when you first become a full-time student at any collegiate institution. These years are continuous. You do not regain the time when you are not enrolled in school.

Daily and Weekly Limits: Inside the Playing Season

During the season in which you are participating in competition, the following requirements apply:

1. No more than four hours of required athletically related activities in one day;
2. No more than 20 hours of required athletically related activities in one week; and
3. At least one day off.

Daily and Weekly Limits: Outside the Playing Season

During the season in which you are not participating in competition, the following requirements apply:

1. No more than eight hours of required athletically-related activities in one week; and
2. At least two days off.

Eligibility for Practice and Competition

Student-athletes are ineligible for practice or competition if any of the following events occur:

1. You become enrolled in less than 12 credit hours (less than 9 credit hours if in graduate school), unless you are in the last semester of your undergraduate degree and in your final hours for the completion of your degree;
2. Your registration or admission is canceled; or
3. You withdraw from UNL.

Medical Hardship

A medical hardship is defined as an incapacitating injury or illness that occurs during the first half of the season before you have participated in more than three events or 30 percent of the events in your sport, whichever number is greater. Medical hardship waivers are reviewed by the Big Ten Conference medical subcommittee. The Compliance staff will work with the Athletic Trainer from the respective sport to file the medical hardship application on behalf of the student-athlete.

Recruiting

Hosting Recruits (Prospective Student-Athletes)

Student-athletes serving as hosts for recruits are an official representative of UNL, as well as the Athletic Department. As such, the student host is expected to exhibit appropriate conduct and behavior at all times. It is the responsibility of the student host to know and to understand the following guidelines. The student host should consult his or her coach and the Compliance staff when questions or concerns arise while hosting a recruit.

Donors, Alumni and Fans

A recruit may have contact with former student-athletes on campus, but may not have any contact with a donor, alumni or fan of any UNL athletic team. It is the responsibility of the student host to ensure that such contact does not occur when entertaining a recruit.

Contact and Communication with Recruits

Student-athletes may be involved in the following activities with recruits at any time, provided it is not done at the direction of a coach or staff member.

1. In-person, off-campus contacts; and
2. Any form of communication.

Entertainment

Entertainment valued at up to \$60 per person may be provided to an official visit recruit and up to four family members accompanying the recruit. The cost of meals and admission to campus athletic events is excluded from this allowance. These funds may not be used to purchase or otherwise provide the recruit with gifts (e.g. clothing, souvenirs or memorabilia items). No cash may be given to the recruit or anyone else accompanying him/her on the visit.

All entertainment of a recruit must occur within a 30-mile radius of campus. It is the responsibility of the student host to ensure that the recruit abides by this limitation. Never allow a recruit to use a vehicle during a campus visit.

Recreational Activities

Recruits may participate in physical workouts or other recreational activities during a campus visit provided such activities are not observed by the coaching staff. Student-athletes may not report back to coaches or staff about the athletic ability of the recruit.

Prohibited Activities

A student host should report the occurrence of any of the activities listed below to the head coach. The following activities are strictly prohibited:

1. Alcohol and drug use, including underage consumption of alcohol or any other activities that violate federal, state or local laws;
2. Gambling or sport wagering activities;
3. Sexually related activities, including the use of escorts, exotic dancers or strippers; and
4. Sexual harassment, including verbal slanders or physical improprieties.

Penalties

Serving as a student host is a privilege and has several benefits that complement the duties and responsibilities of being a host. Actions or incidents that are contrary to the Student Host Guidelines may result in a decision by UNL to deny the admission of or financial aid award to a recruit. Additionally, a student host may be penalized in ways that include dismissal from his or her team or loss of scholarship.

Transferring

The NCAA and Big Ten have rules regarding transfer eligibility. Consult a member of the Compliance staff to obtain information about transfer rules.

Transferring from UNL

If you would like to transfer from UNL, your name must be entered into the NCAA's transfer portal. Follow these steps:

1. Speak with your head coach; and
2. Meet with the Compliance Staff to complete Notification of Transfer documents.

Please note: Once a student-athlete makes a Notification of Transfer, his or her aid may be reduced or cancelled at the end of the academic term.

Student-Athlete Grievance Policy

The Nebraska Athletics Department is fully committed to the health, safety, and well-being of all student-athletes. If a student-athlete feels he or she has been subjected to improper treatment by a University of Nebraska-Lincoln employee or fellow student, he or she is encouraged to notify the appropriate individuals to address the issue.

The following procedure provides multiple avenues of reporting to encourage prompt, positive and equitable resolution of all grievances and ensure fair treatment for all involved parties. The Nebraska Athletics Department and University do not tolerate retaliation against those making a complaint or otherwise participating in the grievance process (e.g., witness). To avoid bias or conflicts of interest, the Nebraska Athletics Department and University will make every effort to ensure that those named in a complaint, or too closely associated with those involved in the complaint, will not be part of the investigative team or efforts. The Nebraska Athletics Department and University reserve the right to utilize a neutral third-party investigator to respond to grievances or allegations of misconduct. The student-athlete should make a reasonable effort to bring forward any grievance or allegations of misconduct so the Nebraska Athletics Department and University may resolve problems and stop misconduct.

While this student-athlete grievance procedure is not intended to address all forms of misconduct (e.g., unlawful discrimination, harassment, or retaliation under Title IX), this procedure provides additional resources that student-athletes may utilize to address such misconduct. It is the goal of the Nebraska Athletics Department to clearly communicate to all student-athletes the various resources available within the athletics department and on campus to promptly address grievances or misconduct. Therefore, a student-athlete is encouraged to utilize any of the grievance procedures listed below.

PROCEDURE FOR ISSUES RELATED TO TREATMENT BY COACHES, STAFF, OR STUDENT-ATHLETES

- A student-athlete need not follow the steps in this procedure in any order and may utilize any of the described reporting resources within or outside of the Nebraska Athletics Department to raise a concern.
- The student-athlete is encouraged to discuss the problem or concern in a timely manner with any member of his or her coaching staff with whom the athlete feels comfortable to resolve the grievance promptly and effectively. The student-athlete may choose voluntarily to approach the individual(s) most directly responsible (e.g., if the matter involves a team policy established by the coach, the student-athlete may contact the coach and/or the captain(s) of the team and work to resolve the issue with the coach).

However, the student-athlete is not required to directly confront any person(s) who are the source of the problem or misconduct, or closely associated with the person(s) who is the source of the problem or misconduct. Instead, the student-athlete may utilize any of the other various avenues of reporting or grievance within the Nebraska Athletics Department or other University resources.

- The student-athlete may report a problem or grievance in a timely manner to the applicable sport administrator. The sport administrator will meet in person or otherwise communicate directly with the student-athlete to attempt to resolve the issue or grievance. Likewise, the student-athlete may report a problem or grievance to any other sport administrator or any member of Nebraska Athletics Department administration with whom the student-athlete feels comfortable.

Sport Administrator	Sport(s)	Email	Phone
Marquita Armstead	Men's Basketball Volleyball	marmstead@huskers.com	402-472-5964
Lawrence Chatters	Men's and Women's Gymnastics Swimming & Diving Wrestling	drchatters@huskers.com	402-472-2257
Blake Chramosta	Rifle	bchramosta@huskers.com	402-472-4515
Doug Ewald	Baseball	doug.ewald@huskers.com	402-472-0995
Alex Harris	Men's Golf	aharris@huskers.com	402-472-4613
Chynna Hardy	Bowling	chardy@huskers.com	402-472-1111
Jena Johnson	Women's Golf	jjohnson@huskers.com	402-472-8253
Dennis Leblanc	Football	dleblanc@huskers.com	402-472-4614
Jamie Vaughn	Soccer Track & Field/Cross Country	jvaughn@huskers.com	402-472-7002
Keith Zimmer	Women's Basketball Softball Men's and Women's Tennis	kzimmer@huskers.com	402-472-4616

PROCEDURE FOR INITIATING A FORMAL GRIEVANCE TO THE DIRECTOR OF ATHLETICS

IN SUCH A CASE, THE FOLLOWING STEPS SHALL BE FOLLOWED:

1. The written grievance shall be submitted to the Director of Athletics (ad@huskers.com) and must be filed in a timely manner so the Nebraska Athletics Department and/or University can promptly and effectively respond to student-athlete concerns. The written grievance must set forth the facts of the complaint, the grounds on which it is based, and details of any efforts taken to date to resolve the matter.
2. The Director of Athletics shall provide a copy of the student-athlete's written grievance and any relevant related information and documentation to the Faculty Representative, and the Office of the President.
3. The Director of Athletics shall be responsible for initiating a timely and comprehensive review of the grievance. The Director may designate other Nebraska Athletics Department and/or University personnel such as the Sport Administrator and/or Faculty Representative to conduct or assist with the review. Other University or external personnel will be involved as needed to properly review a grievance. For example, a grievance related to treatment by a sports medicine staff member may involve a review by a team physician.
4. The Director of Athletics (or designee) shall issue a final decision in writing to the student-athlete. The written decision shall be copied to the sport administrator, the Office of the President, and the Faculty Representative and shall include a statement of the decision, a description of the process used to reach the decision and the rationale for the outcome.

Additional Reporting and Support Resources

- Student-athletes may contact **Faculty Athletics Representative**, Dr. Scott Fuess, (sfuess1@unl.edu) for assistance with issues regarding academics, health or student-athlete welfare.
- Student-athletes may contact **Student Affairs** (studentaffairs@unl.edu or 402-472-3755) or **Husker Hub** (huskerhub@unl.edu or 402-472-2030) for university policies and procedures, connections to campus resources, and crisis support.
- Cases involving possible **Title IX violations**, discrimination on the basis of sex (i.e., sex discrimination), including sexual harassment, sexual assault, and sexual violence, may be reported by a student-athlete to a coach, sports administrators, any member of the Nebraska Athletics Department staff, Athletics Director, or the Institutional Equity and Compliance Office (equity2@unl.edu 402-472-3417). The Institutional Equity and Compliance Office will conduct any resulting investigation, if necessary, related to sexual harassment, Title IX, or unlawful discrimination. Reports of sexual misconduct shall be promptly investigated and also reported to the University of Nebraska Police Department (402-472-2222).
- Through the **Student Conduct and Community Standards Office**, students may report acts of intolerance (i.e., acts of stereotypes and bias on campus) in the following ways: (1) if injured or if there is concern of immediate danger, call 911 or 9-911 from a campus phone; (2) send an e-mail to studentconduct@unl.edu; (3) submit an anonymous report online to [UNL Student Conduct & Community Standards Incident Reporting Form](#)); (4) contact the Student Conduct and Community Standards Office at 402-472-2021; or (5) report to any University official.
- In cases of possible violations of **University policies** or ethical violations, student-athletes may contact a coach, sports administrators, any member of the Nebraska Athletics Department administration, the Athletics Director, or EthicsPoint (1-844-348-9584 or www.nebraska.ethicspoint.com).
- **Hazing** is a violation of Nebraska state law. Student-athletes who feel they have been victims of hazing may contact a coach, sport administrator, any member of Nebraska Athletics Department administration, the Athletics Director, or submit an anonymous report online to [UNL Student Conduct & Community Standards - Anonymous Incident Reporting Form](#).
- Student-athletes may report possible violations of **NCAA rules** to the sport administrator, the Director of Athletics, the Executive Associate Athletic Director for Compliance (402-472-7002), or any member of the Nebraska Athletics Compliance staff (402-472-2042). The Compliance Office shall conduct any investigation, if necessary, related to potential violations of NCAA rules.
- *Note that there are specialized grievance procedures regarding transfer grievances (denials of the one-time transfer exception and/or permission to contact) and cancellations/reductions of athletic aid. These procedures are published annually in the Student-Athlete Handbook.*

University of Nebraska-Lincoln Student Code of Conduct

Students at the University of Nebraska are members of an academic community in which academic integrity and responsible conduct are essential for the community to function. To ensure that students know what is expected of them, the University has adopted the Standards of Academic Integrity and Responsible Conduct (“Standards”).

- [Section I - Persons & Organizations Subject to the Standards](#)
- [Section II - Standards of Academic Integrity and Responsible Conduct](#)
- [Section III - University Responses to a Violation of the Standards](#)
- [Section IV - Enforcement of Standards](#)
- [Section V - Temporary Suspension](#)
- [Section VI - Miscellaneous Procedural Matters](#)

All allegations of sexual misconduct, including sexual harassment under Title IX of the Education Amendments of 1972 (Title IX), sexual assault, sexual harassment, sexual violence, dating violence, domestic violence, or stalking are investigated and addressed following the procedures set forth in Executive Memorandum No. 38.

TITLE IX/VAWA

About Title IX

UNL is dedicated to the prevention of sexual discrimination, sexual harassment and sexual misconduct, and providing a safe campus for its employees and students. Title IX prohibits discrimination based on sex in education programs and activities in federally funded schools. Title IX protects students, employees, applicants for admission and employment, and other persons from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity. All students, faculty and staff at UNL are protected by Title IX (regardless of gender, sexual orientation, gender identity, full or part-time status, disability, race or national origin) in all aspects of UNL's educational programs and activities. All forms of sexual harassment, including but not limited to, dating and domestic violence, stalking, and sexual assault are violations of Title IX and prohibited by UNL.

About VAWA

This act was established to address and reduce incidents of relationship violence, stalking, and sexual violence by coordinating community response, providing funding for rape crisis centers and domestic violence shelters, and providing rights to those who experience these crimes.

How To Report

Title IX Administrator: Jamie Vaughn Memorial Stadium-Compliance Dept.

(402) 472-2042

jvaughn@huskers.com

UNL Report System: <https://unlreport.unl.edu/>

Resources

UNL Police Dial 911 or 402-472-2222

police.unl.edu

Center for Advocacy, Response and Education 402-472-3553

care.unl.edu

University Health Center 402-472-5000

health.unl.edu

Notice of Nondiscrimination

The University of Nebraska Athletic Department does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

The entire policy is available at: <https://www.unl.edu/equity/NonDiscrimination.htm>. If you believe you are being harassed or otherwise subjected to discrimination as detailed above, you are encouraged to consult the Office of Institutional Equity and Compliance, Room 128, Administration Building, 472-3417.

Hazing Policy

Huskers Don't Haze

What is hazing?

Nebraska state law defines hazing as “any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership with any organization. Such hazing activity includes whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person or the coercing of any such activity” ([Neb. Rev. Stat. § 28-311.06](#)).

What are the consequences of hazing?

Hazing is a Class II misdemeanor in Nebraska. In addition to criminal charges through the state, individuals and organizations can be held responsible by the university through the Student Code of Conduct. ([See Section II.B.10.](#))

Consent is not a defense.

Nebraska State Law states that “notwithstanding any provisions to the contrary, consent shall not be a defense” ([Neb. Rev. Stat. § 28-311.07](#)). This means that even if someone was ok with an activity, that doesn't mean the activity wasn't hazing.

What should you look for when joining an organization?

- Do the activities match the organization's values?
- Do members show appreciation for individuals as well as the group identity?
- Does the atmosphere encourage growth and academic success?
- Do all activities follow federal, state, and local laws and university policies?
- Does the organization's leadership clearly communicate expectations of behavior to all members?
- Does the organization hold members accountable for actions?

Help is available.

- Don't be silent. Seek help from:
- Organization advisors or coaches
- Parents or family members
- Others not involved in the activity
- If there is ever an immediate threat, call 9-1-1.

How do you know if something is hazing?

If you are unsure whether an activity is or includes hazing, consider whether it meets the following criteria:

- Does this activity promote and reflect the ideals and values of the organization? Would you be willing to allow parents to witness this activity? A judge? University administrators? The media? Would you be able to defend this activity in the court of law?

Important Links:

[Report Hazing](#)

[How to Get Help](#)

[Resources for Organizations](#)

Weapons Policy

Possession of dangerous weapons - concealed or unconcealed - on University property, on the worksite, in University vehicles or in personal vehicles when on University property shall be a violation of UNL policy. A dangerous weapon shall include guns, knives, explosives or any other device defined by statute or as determined by the University, which in the manner used or intended is capable of producing death, harm to person or property, or bodily injury. Violation of this policy shall make the offender subject to appropriate disciplinary or legal action.

Exceptions: This policy shall not apply to: a) students, faculty and staff when in direct transport of dangerous weapons between off-campus and weapons storage at University Police; and b) members of athletic teams who train and use firearms as a part of their competition in the University's rifle range, or in direct transport between firearms training facilities and authorized weapons storage facilities; c) authorized UNL Police personnel; d) law enforcement officers and security personnel working directly with UNL Police and acting in their official capacity for purposes of carrying out work responsibilities; e) persons authorized by the facility administrator for IANR units to use and store dangerous weapons consistent with the Weapons/Hunting Policy of IANR as it applies to IANR research sites located outside the city limits of Lincoln, Nebraska.

In order to maintain and protect the health and safety of UNL property or persons on UNL property, persons who are neither UNL employees nor students who are found to be in possession of a dangerous weapon on UNL property may be subject to immediate seizure of the weapon by the University of Nebraska Police Department and removal from campus. Seized property not held as evidence in an investigation will be returned to the person upon exiting UNL property.

[Full Weapons Policy Content](#)

NCAA Transgender Student-Athlete Participation Policy

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

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

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

The policy is effective immediately, with three phases of implementation.

Phase One – 2022 winter and spring championships

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

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

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

Phase Two – 2022-23 and 2023-24 regular season and championships

Beginning Aug. 1, 2022, participation in NCAA sports requires transgender student-athletes to provide documentation that meets the above criteria for the [2010 NCAA policy](#), plus meet the sport standard for documented testosterone levels at three points in time: 1. Prior to any competition during the regular season; 2. Prior to the first competition in an NCAA championship event; and 3. Prior to any competition in the non-championship segment. See the [transgender student-athlete eligibility review procedures](#) for more information.

Phase Three – 2024-25 full implementation

Beginning Aug. 1, 2024, participation in NCAA sports requires transgender student-athletes to provide documentation no less than twice annually (and at least once within four weeks of competition in NCAA championships) that meets the sport-specific standard (which may include testosterone levels, mitigation timelines and other aspects of sport-governing body policies) as reviewed and approved by CSMAS. More information about the specific application of Phase Three will be provided prior to implementation.

Additional flexibility

The Board of Governors urged the divisions to allow for additional, future eligibility if a transgender

student-athlete loses eligibility based on the policy change, provided they meet the newly adopted standards.

The NCAA's Office of Inclusion and Sport Science Institute also released the [Gender Identity and Student-Athlete Participation Summit Final Report](#). The report assists ongoing membership efforts to support an inclusive environment that promotes and develops the mental and physical health of transgender and non-binary student-athletes in collegiate sport. The foundational principles in this report will be developed further in conjunction with the Committee to Promote Cultural Diversity and Equity, CSMAS and other core membership committees that address gender identity.

Social Media Policy

Reminders & recommendations for maintaining a safe and appropriate online social media presence: Remember that every action you take on social media is visible to the public and has the potential to live on the internet forever.

- a. This includes the content you post.
- b. This includes the content you share/retweet/repost.
- c. This includes the content you like/heart/interact with.
- d. This includes websites you link to/share/reference.
- e. Deleting and/or archiving a post is not a solution, screenshots and cached posts on your timeline still allow for public access & spread.
- f. THINK before you post.

You are a representative of your team; the athletic department and the school & your social media accounts are a representation of you.

- a. Keep your team's code of personal conduct in mind with the content you post and the tone you take on social media.
- b. Your audience consists of all ages of fans, including children that look up to you.
- c. As a student-athlete at Nebraska specifically, you have an amplified platform where your actions are watched with a magnified lens relative to the general public.

With NIL now a year in, remember that potential sponsors are monitoring your accounts as well.

- a. Sponsors are much more likely to want to work with a student-athlete that maintains an appropriate, active social account.
- b. One inappropriate post could cost you an NIL deal or the chance at a deal.

For your safety, refrain from including any personal information in your social media posts or bio. Avoid phone numbers, addresses, credit card info, live locations, etc.

If you encounter accounts or sites impersonating you or other student-athletes, alert the Compliance Office immediately. This constitutes identity theft and Compliance will assist your efforts to have the impersonation taken down.

The Athletic Department reserves the right to take action against any currently enrolled student-athlete engaged in behavior that violates the law or any NCAA, University, Department, team rules, or behavior that is otherwise materially disruptive to the Athletic Department or team.

Managing Media

Media Appearances

Part of the benefit of being associated with Nebraska is the extensive media attention received by the department. The public is very interested in the intercollegiate athletic activities at Nebraska, and it is from these interested alumni and fans that the University receives much of its support for our athletic program.

Interacting with the print and electronic media gives student-athletes the opportunity to develop communication skills that can be helpful in future professional, business and athletic careers.

Interviews

Never agree to an interview unless arrangements have been coordinated through the Athletic Communications Office.

Press Conferences

As a member of a Nebraska athletic team, student-athletes may be asked to be available to larger media groups, provided that attendance does not conflict with class schedules. If an individual player is being honored, every effort is made to have that player present. Student-athletes may also be asked to speak with the media after practice or a game, as pre-arranged by your coach and the Athletic Communications Office. Please note that the locker rooms, weight rooms, Student Life Complex and training rooms are off-limits to the public. This includes the media.

Dealing with the Media

When dealing with the media, you are urged to exercise care when making statements. Regardless of what is said, a reporter's first obligation is to report the news. Don't say it if you don't want to see it in print, social media or on television.

Medical Information

Because your physical well-being is essential to your success, both as a student and as an athlete, the Athletic Department feels a strong responsibility to help you reach and maintain your optimum health.

Medical Emergency

Dial 911 for all life-threatening injuries and remain on the line until EMS arrives.

Physical Exams

All incoming freshmen and transfer student-athletes are required to complete a medical history and have a physical exam performed by athletic medicine staff before participating in the athletic program. The physical exam includes lab testing and an ECG.

All upperclassmen will complete a medical questionnaire at the start of the fall semester, to ensure their medical information is kept current, and any conditions needing further evaluation are assessed.

After arrival at Nebraska, all student-athletes receive a copy of the "NCAA Concussion Fact Sheet for Student-Athletes." During pre-participation physicals, all student-athletes are asked to provide their personal history of head injury and concussions, a neurological baseline and balance test is performed, and a signed shared responsibility statement is required.

Care of Injuries and Illness

Student-athletes are provided contact information to reach the assigned athletic trainer for their sport and must report all injuries or illness promptly. A physician-staffed medical clinic is available in the Osborne Complex Athletic Medicine Center by appointment. Scheduling an appointment may be accomplished through Teamworks, or through your Athletic Trainer. Usual hours for appointments are Monday through Friday, from 8:30 a.m. to 5 p.m.

Non-emergent medical needs, such as medication refills, should be done during clinic hours.

The phone number for the Osborne Complex Athletic Medicine Center Training Room is 472-2276. The main training room is open 7 a.m. to 6 p.m. Monday through Friday during the academic year. Summer hours will be posted.

Consultations, including with team orthopedic surgeons, are arranged through the on-site medical staff and athletic trainers.

Referrals

When the medical staff encounters a condition that would benefit by evaluation and or treatment through referral to a specialist not available on site, the athletic trainer or team physician will assist in scheduling the appointment. If transportation is needed, an athletic trainer will make the necessary arrangements.

In the event a scheduled appointment cannot be kept, the student-athlete must contact the athletic trainer in advance to cancel or reschedule the appointment. Some offices charge for missed appointments if notice has not been received within 24 hours of the scheduled time. Athletic Medicine is not allowed to pay for missed appointments.

Covered Expenses

Medical expenses that are due to injury or illness sustained by a student-athlete as a direct result of practice or participation in intercollegiate athletics at any time during the year will be covered by our insurance program.

UNL Athletic Medicine coverage is considered secondary, or excess, and the student-athlete's personal or parental insurance is considered primary. The student-athlete must first present the claim to their primary insurance company. After the primary insurer has paid the allowable charges, the University's insurance will pay the remaining charges.

At no time will the student-athletes or their parents sustain any expenses if the injury is a direct result of participation in their sport.

A copy of the bill from the provider showing outstanding balances must be sent to the Athletic Department for final payment. This information must be provided in a timely manner (within 30 days of receipt of the statement).

The training room is to be utilized for all athletic-related treatments. All related medical bills and prescription expenses must be approved for payment by the Director of Athletic Medicine or Head Athletic Trainer in accordance with Athletic Department and NCAA regulations.

The Athletic Department does not assume any financial responsibility for medical treatment obtained without a referral from a team physician or by the head athletic trainer.

The Athletic Department may consider payment for certain medical conditions not resulting from athletic participation when treatments are deemed necessary for the student-athlete to compete. These medical expenses are reviewed on a case-by-case basis.

It is strongly advised that all student-athletes have medical insurance coverage. For those not covered under their parents' insurance plan, a student insurance plan is available. Details are provided on the UNL.edu website.

Drug Testing

Annually the athletic compliance and athletic medicine staffs conduct NCAA, Big Ten and institutional drug testing information meetings. The provisions of these programs, notification policies, educational programming, and consequences for violations of the policies are explained in these meetings.

The Nebraska Athletic drug testing policy is available in its entirety on the next several pages. Any questions you have regarding drug testing should be directed to your athletic trainer or the athletic medicine staff at 472-2276.

UNIVERSITY OF NEBRASKA-LINCOLN

DEPARTMENT OF ATHLETICS

SUBSTANCE USE POLICY & PROCEDURES

I. POLICY STATEMENT

The illegal use, abuse, possession, manufacture, dispensation, distribution of, or being under the influence of controlled or illegal drugs or other banned substances is prohibited while a member of any University of Nebraska (Nebraska or university) athletics team or while otherwise receiving athletics grant-in-aid from Nebraska. This prohibition extends to the use of any impermissible substances on or off university premises. The University of Nebraska Athletic Department (Nebraska Athletics) shall provide an ongoing program for baseline, reasonable suspicion, after care, and random testing. Student-athletes are not permitted to use impermissible substances as identified by the National Collegiate Athletic Association (NCAA) banned substances lists. Please note this policy represents the university substance policy and procedures, which is separate and distinct from the NCAA drug testing program (including all sanction phases).

Information regarding the NCAA drug testing program can be found at (<https://www.ncaa.org/sports/2021/2/10/sport-science-institute-doping-and-substance-abuse.aspx>).

II. SCOPE

Nebraska Athletics will follow the NCAA minimal guidelines for institutional alcohol, tobacco, dietary supplement, and other drug education programs. This policy applies to all student-athletes at Nebraska (as defined herein).

III. PURPOSE

Illegal use or abuse of drugs, the use of performance enhancing drugs, the use of alcohol or tobacco, and the misuse/abuse of prescription drugs are associated with numerous health, safety, and social problems. They may also create an unfair competitive advantage and damage the reputation of the university.

This policy, including the prohibitions and provisions herein, will be used to promote and safeguard the student-athlete from the consequences of alcohol, tobacco, and other drug and substance abuse. The purpose of this policy is to assist Nebraska in:

- Providing a safe, productive, and healthy environment that is consistent with providing the highest quality athletic performance.
- Creating and maintaining a drug-free workplace pursuant to the Drug Free Schools and Community Act Amendment of 1989.
- Providing counseling for those student-athletes with substance abuse problems.
- Encouraging prevention by conducting random screenings to detect and deter substance abuse.

IV. DEFINITIONS

Banned Substance(s) – shall mean such banned drug classes and substances contained in Appendix A. This list is non-exhaustive and may be amended by the NCAA. Nebraska reserves the right to ban and test for additional substances or to prescribe more restrictive levels than provided for by the NCAA.

Positive Test – shall mean a test resulting in the detection of one or more banned substances at any determinable level in ng/mL level. With respect to marijuana only, a positive test shall mean any test indicating a concentration of THC metabolite greater than 150 ng/mL in a particular specimen. The definition shall also expressly include a failure to arrive at the collection station at the designated date and time without justification after receiving proper notice; failure to provide a valid biological specimen according to protocol and without a legitimate medical reason; **providing an additional diluted specimen during a retest due to a previous diluted result**, leaving the collection station before providing a specimen according to protocol; attempting to alter the integrity or validity or the biological specimen and/or the collection process by providing false information in connection with a test, attempting to falsify or manipulate test results through tampering, contamination, adulteration, or substitution; or being otherwise uncooperative or obstructive with administration of the test resulting in the inability to timely conduct the test; or a positive test result within the NCAA Drug-Testing Program.

Student-Athlete- For purposes of this policy; a person who is on an active roster and/or is receiving athletic grant-in-aid or a member of the spirit squad here at Nebraska.

V. EDUCATION

The department will conduct programs to acquaint student-athletes with the hazards of using both performance-enhancing and illicit drugs, as well as the misuse of prescription drugs. The purpose of these educational programs is to familiarize the student-athlete with the scope of the problem, the facilities and procedures available to student-athletes who experience problems with drug use, and to provide the tools necessary to live a life free from the problems associated with drug use. Lectures and educational programs are provided for the benefit of the student-athlete. The student-athlete will also be required to participate in substance use evaluation, education, and counseling/treatment. Student-athletes committing a drug offense pursuant to this program will be required to participate in further education and counseling/treatment.

VI. CONSENT

Upon entering any athletics program at Nebraska, each student-athlete will be required to sign a drug testing consent form (Appendix B). The consent form indicates the student-athlete's understanding of, and agreement to comply with, this policy while a student-athlete. Participation in athletics at Nebraska is contingent upon adherence to this policy.

VII. PRESCRIBED MEDICATIONS

Nebraska Athletic Medicine staff must maintain a record of any medications prescribed to its student-athletes by a team physician. All medications being taken by student-athletes must be on file with the Athletic Medicine Department. *If a non-team physician prescribes medication to a student-athlete, the student-athlete must ensure that the prescribing physician supplies the necessary prescription information in a medically accepted manner.*

VIII. PROCEDURES

Student-athletes are subject to drug testing within the parameters set forth by this policy. Nebraska may test for any banned substance. Specimen analyses will be completed by an accredited laboratory. Biological specimens will be collected and sent to an independent SAMHSA and/or World Anti-Doping Agency (WADA) approved laboratory for analysis. Nebraska hereby certifies that any laboratory it engages for the testing of performance enhancing drugs/agents will abide by the World Anti-Doping Agency code of ethics as it relates to the testing of samples. Furthermore, Nebraska hereby certifies that no sample will be sent to a laboratory for the sole purpose of monitoring an athlete for the detection of performance enhancing substances in order to circumvent a positive test.

Each specimen will be tested to determine the presence of banned substances and the appropriate sanctions will be applied for positive tests in accordance with this policy.

Unless otherwise notified, specimen collection will be completed in a Nebraska Athletics facility. Student-athletes may be subject to:

- Initial (baseline) testing upon enrollment at Nebraska
- Pre-season testing
- Team testing
- Random testing
- Reasonable suspicion/for cause testing
- Aftercare or accelerated testing
- Postseason/Championship testing

Testing Protocol

- The Athletic Medicine office will ensure that the collection of samples is carried out in a manner suitable for reliability and confidentiality.
- The Athletic Medicine office will select a process consistent with cost effectiveness.
- Drug screening shall be conducted at any time and may be subject to change without prior notice.
- The Executive Associate AD/SWA with the team physician(s) will select the number and types of tests administered.

Baseline Screening: All student-athletes (freshmen and transfers) new to Nebraska Athletics will have a baseline, non-punitive specimen testing done upon arrival to the university. Baseline drug screening of incoming student-athletes must be completed within 30 days of the start of the academic semester, including summer terms, but may occur earlier. Baseline drug screening shall follow the same policy and procedures as set forth in the department's Drug Education and Counseling Program (DECP).

A positive result in a baseline test does not count as a first offense for reporting purposes of the corrective actions. If the baseline test results in a positive test, the student-athlete will be notified by the Executive Associate AD/SWA and referred for mandatory, confidential evaluation and drug education. Following this evaluation, the student-athlete may be referred to mandatory drug counseling. The student-athlete will be subject to Accelerated Testing of this Program and may be subject to non-random follow-up testing.

Any positive result from a test which occurs after the student-athlete has successfully completed the required evaluation and drug education program or more than 30 days after the date of the baseline drug screen which produced the positive result (whichever comes last) will be treated as a first positive test result under the Drug Screening Program.

Random Testing Process: Specimens will be collected on a random basis throughout the year (in-season, out-of-season, and summer). Random individual and/or random team testing will be performed as determined by Executive Associate AD/SWA with the team physician(s). Student-athletes who have completed their athletic eligibility are not subject to drug testing/drug screening. The team physician(s) or his/her designee will notify the respective Athletic Trainer and/or designees of the student-athletes selected for testing through Teamworks. Notification of the selected student-athletes will not exceed twenty-four hours. The notification will include the location, date and time of the test.

Reasonable Suspicion/For Cause: A student-athlete selected based on reasonable suspicion may be tested with or without notice. The Executive Associate AD/SWA in coordination with the team physician(s) will determine reasonable suspicion. Reasonable suspicion may be based on information presented to the Executive Associate AD/SWA & team physician(s), including, but not limited to, the following:

- Observed behavior, activity or appearance which varies from the normal routine of a student-athlete. This includes, but is not limited to, changes in physical appearance, odor of impermissible substance, conduct, behavior, which based on knowledge or experience is reasonably associated with the potential use of a banned or impermissible substance;
- Any actual knowledge of use or possession of one or more banned substances;
- Current or past involvement with the criminal justice system for drug-related activities;
- Prior treatment for a substance problem;
- Admission of a current substance problem and unwillingness to enter into the Self-Referral Program described below;
- Prior positive test for any substance prohibited under this program;
- A dilute sample on a previous test;
- Physiological signs;
- Other reasonable indicia of possible use of or impairment from substances.

Accelerated Testing: A student-athlete that tests positive under this program will be subjected to accelerated testing. Under accelerated testing, the student-athlete will be tested weekly for the first 2 months at a minimum after the positive test for substances such as THC, stimulants, opioids, etc. after the initial positive test. Other testing frequencies will be determined by the Director of Sports Psychology. During the accelerated testing process, the student-athlete must show declining levels of use in order to continue in the Drug Education and Counseling program. After weekly testing concludes, the student-athlete will be subject to testing as outlined in the corrective action plan.

Self-Referral Program: The Self-Referral program is designed to allow student-athletes, without fear of disciplinary action, to initiate the process by which drug use or abuse issues are identified, confronted, and addressed through voluntary participation in assessment, medical evaluation, counseling, and education. Student-athletes may avail themselves of the Self-Referral program one (1) time during their association with the Athletics department. Student-athletes may not self-refer for assistance regarding the use of anabolic steroids and similar growth enhancing or performance enhancing substances.

A student-athlete wanting to seek this option, must refer themselves through the team physician(s) and/or his/her designee or the Director of Sports Psychology. The maximum period that a student-athlete can remain in the self-referral program is six (6) weeks unless an exception is granted by the Executive Associate AD/SWA in concert with the team physician(s) based on the advice of the health care professional who is counseling the student-athlete. The student-athlete shall identify the substance(s) for which assistance is requested and submit to an immediate drug test. If the test reveals a prohibited substance that was not disclosed at the time of referral, the student-athlete will be removed from the program.

The team physician(s) will meet with the student-athlete, conduct a medical evaluation, and determine appropriate treatment options. Drug testing may be a part of the treatment plan. If any drug tests reveal the presence of a prohibited substance not disclosed by the student-athlete at the time of self-referral, the student-athlete will be removed from the program.

While participating in the Self-Referral program, a student-athlete shall not be subject to drug testing as otherwise required by the DECP unless there is reasonable cause to believe the student-athlete may be using a prohibited substance not disclosed by the student-athlete at the time of self-referral.

A student-athlete's participation in the Self-Referral program shall be confidential. However, student-athletes are encouraged to advise their head coach and parents or legal guardians of their decision to participate in the Self-Referral program.

Sanction Forgiveness (Excluding Anabolic Agents): A student-athlete who has tested positive for a banned substance that fails to have a positive test for a continuous period of six (6) months from the date of their last negative test and remains in compliance with the required Drug Screening Program will have one (1) positive test removed from their cumulative testing record. However, the student-athlete will continue to be subject to mandatory testing in accordance with the applicable sanctions applied prior to the removal of the positive test. Student-Athletes may not use sanction forgiveness more than one (1) time per contiguous twelve (12) month period. Additionally, no student-athlete who has tested positive for anabolic agents on an institutional or NCAA test is eligible for sanction forgiveness at any time.

Specimen Collection Process

- The athletic medicine staff will administer the collection under the direction of the Executive Associate AD/SWA in coordination with the team physician(s). A third-party administrator may be selected to obtain the urine samples in accordance with the protocol set forth in the Drug Screening Program.
- Collection will be done in a manner and at a time coordinated with the athletics department's athletic medicine staff. Therefore, the student-athlete may have an unannounced screening prior to the competitive season, during the competitive season, or after the competitive season. Under no circumstances will a student-athlete be given more than twenty-four hours' notice of the student-athlete's scheduled appointment to provide a urine sample.
- Urine specimens will be obtained under observation. The specimens will be handled under observation of the student-athlete until sealed and identified by a random number corresponding to the student-athlete's name to ensure confidentiality. Information will be kept by the Athletic Medicine office. All procedures for chain of custody will be followed as identified by the department or third-party administrator collecting the samples and the testing laboratory.

Notification of Results

- The third-party administrator will provide the results to the team physician(s) or his/her designee.
- The team physician(s) or his/her designee will verify that all results are consistent with any documented or prescribed medical need.
- The team physician(s) or his/her designee will forward the results for all positive tests to the Executive Associate AD/SWA and the Director of Sports Psychology.
- The Executive Associate AD/SWA will be responsible for notifying the Vice Chancellor/Director of Athletics and/or the applicable sport administrator of all positive tests.
- The Executive Associate AD/SWA will notify the affected head coach or designee and the student-athlete. The head coach or designee will notify the student-athlete's parents or guardians.
- Once the previous notifications have occurred, the Director of Sports Psychology or his/her designee will begin facilitation of the drug screening program.
- All parties involved will maintain the confidentiality of the reporting results process.
- If the student-athlete has a concern about a possible false positive test result, he/she must notify the Executive Associate AD/SWA within one (1) week from the date the student-athlete is notified of the positive test result. The Executive Associate AD/SWA will discuss the student-athlete's concerns, review and determine the circumstances and reliability of the test and recommend whether it is necessary to repeat the test. The Executive Associate AD/SWA in coordination with the team physician(s) will determine necessary action based upon all available information.

Corrective Actions

Any student-athlete with a positive test shall immediately receive the appropriate sanction outlined below. All testing results are cumulative throughout a student-athlete's career and enrollment at Nebraska.

The sanctions set forth herein are applicable to all student-athletes and shall be applied fairly and equally without regard to the individual differences of a student-athlete. Except for actions within the Coach's

discretion (i.e. playing time decisions, scholarships decisions, CARA participation), no separate team policy may impose more severe or additional sanctions on a student-athlete.

Positive tests that are the result of NCAA drug testing programs will not count as positive tests under this policy. However, student-athletes testing positive under NCAA or Big Ten Conference drug testing programs will be required to participate in drug education, and counseling/treatment.

First Positive Test Result

- The student-athlete and his/her head coach will discuss with the MRO or his/her designee the result, the policy, the applicable sanctions, and the ramifications for future positive tests. The team physician(s) or his/her designee will refer the student-athlete for mandatory participation in the Drug Screening Program. Once referred, the student-athlete has two business days to set-up an appointment with the Director of Sports Psychology to commence the program. The Executive Associate AD/SWA will be notified of a student-athlete's failure to comply with the program.
- The student-athlete will be subject to Accelerated Testing per this program and may be subject to non-random, follow-up testing.
- The student-athlete will be subject to mandatory testing for one calendar year from the date of initial positive test.

Second Positive Test Result

- The team physician(s) or his/her designee will refer the student-athlete for mandatory participation in the Drug Screening Program. Once referred, the student-athlete has two business days from the notification of the positive test, to set up an appointment with the Director of Sports Psychology. The Executive Associate AD/SWA will be notified of a student-athlete's failure to comply with the program.
- The student-athlete will be immediately suspended from all intercollegiate competition. The student-athlete's suspension shall encompass a period of competitions equal to twenty (20) percent of the maximum allowable regular season intercollegiate competitions allowed by the NCAA. Should the regular season end prior to competition, the student-athlete's suspension will carry over to postseason competition, if any, and if necessary, to the following season. A fraction of .50 or above will be rounded to the next higher number and a fraction of .49 and below will be rounded to the next lower (example: Number of computed contests equals 2.50, the number of contests suspended equals 3, the number of computed contests equals 2.49, the number of contests suspended equals 2). The suspensions will be delayed for any student-athlete that is redshirting, injured and seeking medical hardship, or otherwise unavailable for competition. The suspension will begin upon the student-athlete being able to fully participate in his/her sport. Participation in practices, team activities, events and the like are at the discretion of the head coach or designee and Vice Chancellor/Director of Athletics.
- Mandatory testing will continue as long as the student-athlete is enrolled at Nebraska and has eligibility remaining. Any positive test result thereafter will be considered a third positive test.

Third Positive Test Result

- The team physician(s) or his/her designee will refer the student-athlete for mandatory participation in the Drug Education and Counseling program. Once referred, the student-athlete has two business days, from the notification of the positive test, to set up an appointment with the Director of Sports Psychology. The Executive Associate AD/SWA will be notified of a student-athlete's failure to comply with the program.
- The student-athlete will meet with the Vice Chancellor/Director of Athletics to discuss the results, the policy, the applicable sanctions, and the ramifications for a future positive test. The student-athlete will have three business days, from the notification of

the positive test, to set up the meeting or they could be advanced to the fourth sanction phase of this policy.

- Upon receipt of a third positive test, the student-athlete will be immediately suspended from all intercollegiate competition. The student-athlete's suspension shall encompass a period of competitions equal to fifty (50) percent of the maximum allowable regular season intercollegiate competitions allowed by the NCAA. Should the regular season end prior to competition, the student-athletes' suspension will carry over to post-season competition, if any, and if necessary, to the next season. A fraction of .50 or above will be rounded to the next higher number and a fraction of .49 and below will be rounded to the next lower (example: Number of computed contests equals 2.50, the number of contests suspended equals 3, the number of computed contests equals 2.49, the number of contests suspended equals 2). The suspensions will be delayed for any student-athlete that is redshirting, injured and seeking medical hardship, or otherwise not available for competition. The suspension will begin upon the student-athlete being able to fully participate in his/her sport. Participation in practices, team activities, events and the like are at the discretion of the head coach or designee and Vice Chancellor/Director of Athletics.
- The student-athlete will undergo an extensive substance use evaluation, education, treatment and counseling program. Treatment is required before rejoining the team and may include enrollment in a drug treatment program (i.e. partial hospitalization/day treatment/intensive outpatient/outpatient) or other treatment as recommended by the team physician(s) and the Director of Sports Psychology.
- Mandatory testing will continue as long as the student-athlete is enrolled at Nebraska and has eligibility remaining. Any positive test thereafter will be considered a fourth positive test.

Fourth Positive Test Result

- Nebraska Athletics will permanently cancel the eligibility of the student-athlete's participation in the institution's athletic program.
- The student-athlete will not be eligible for the renewal of any athletic grant-in-aid.
- The existing grant-in-aid will be cancelled in accordance with the NCAA guidelines.
- The head coach will notify the parents of the student-athlete's test result and the cancellation of the student-athlete's eligibility and applicable athletic grant-in-aid.

Additional Actions for Anabolic Agent Use: In addition to the sanctions set forth above under the Corrective Actions for Banned Substance Use, a student-athlete that has a positive test resulting from Anabolic Agents is subject to the following additional sanctions. In the event a positive test results in multiple suspensions being applicable, such suspensions shall run concurrently meaning the more severe/lengthy suspension shall apply.

First Positive Test Resulting from Anabolic Agents

- The student-athlete will meet with the Vice Chancellor/Director of Athletics and head coach or designee to discuss the policy, the applicable sanctions, and the ramifications for future positive tests.
- The student-athlete will immediately be suspended from all intercollegiate competition. The student-athlete's suspension shall encompass the period of competitions equal to fifty percent (50) of the maximum allowable regular season intercollegiate allowed by the NCAA. Should the regular season end prior to the competition, the student-athlete suspension will carry over to post-season competition, if any, and if necessary, to the next season. A fraction of .50 or above will be rounded to the next higher number and a fraction of .49 and below will be rounded to the next number lower (example: Number of computed contests equals 2.50, the number of contests suspended equals 3, the number

computed contests equals 2.49, the number of contests suspended equals 2). The suspensions will be delayed for any student-athlete that is redshirting, injured and seeking medical hardship, or otherwise not available for competition. The suspension will begin upon the student-athlete being able to fully participate in his/her sport. Participation in other activities: practices, team activities, events and the like are at the discretion of the head coach and Vice Chancellor/Director of Athletics or his/her designee. However, the student-athlete must first be medically cleared by the team physician before being allowed to participate in any practice or competition.

- Mandatory testing will continue as long as the student-athlete is enrolled at Nebraska and has eligibility. Any subsequent positive test will advance the student-athlete to the subsequent sanction for banned substances. If such subsequent positive test results from the use of anabolic agents, then the sanctions for a second positive test from anabolic agents shall apply.

Second Positive Test Resulting from Anabolic Agents

- Notification of a positive test result will be given to the Vice Chancellor of Athletics by the Executive Associate Athletic Director/SWA or his/her designee. The Executive Associate AD/SWA or his/her designee will then notify the student-athlete and then the head coach or designee.
- The Athletic Department will permanently cancel the eligibility of the student-athlete's participation in the institution's athletic program.
- The student-athlete will not be eligible for the renewal of any athletic grant-in-aid.
- The existing grant-in-aid will be canceled in accordance with the NCAA guidelines.
- The head coach will notify the parents of the student-athlete's test result and such cancelation of eligibility and/or athletic grant-in-aid.

IX. DRUG EDUCATION AND COUNSELING PROGRAM

This program will be designed for each individual student-athlete by the Director of Sports Psychology. Biological specimen testing will continue throughout the program per the Director of Sports Psychology, positive results will not count against the participant as long as the values continue to decrease. The student-athlete must be substance-free (i.e., no positive test) within 90 days of last positive test. A student-athlete will be subject to accelerated testing, and it is expected that they present declining ng/mL levels to remain compliant with the program. If a student-athlete tests positive for an additional banned substance, they will be removed from the DECP, and the test will be considered an additional positive. The student will be subject to the corresponding corrective action. Once the student-athlete has completed the program, he/she will be put back into the banned substance testing rotation.

The DECP will be led by the Director of Sports Psychology with input from sports medicine, sports performance, coaches, and administration. Participation in the program is mandatory and any non-compliance is equivalent to a positive test and will result in advancement to the subsequent corrective action phase of the program. Things such as unexcused, missed appointments will be considered non-compliance. An unexcused, missed appointment includes, but is not limited to, a student-athlete missing an appointment without providing appropriate proof of a valid emergency to the Director of Sports Psychology or failing to reschedule the appointment with Director of Sports Psychology prior to the currently scheduled time.

Any student-athlete refusing to be tested will be considered to have tested positive under this policy and be subject to disciplinary action or progression to the next applicable corrective action.

A student-athlete who does not report as directed for a drug test will be immediately suspended from all voluntary or mandatory athletically related activities. The student-athlete will be required to submit an acceptable sample at the next scheduled test. If a student-athlete fails to provide an

acceptable sample at that next scheduled test, the student-athlete will be considered to have tested positive under this policy and applicable corrective actions for this positive test will be imposed.

In the event a student-athlete is notified of a drug test and willfully and intentionally refuses to test, refuses to make himself/herself available for testing, or tampers with the testing process, the student-athlete will be suspended from all athletics participation and subject to dismissal. The student-athlete's athletics department sponsored financial aid may also be revoked.

The Executive Associate AD/SWA, the team physician(s), , and the student-athlete's head coach will be informed of any student-athlete's non-compliance with the program. The head coach shall inform the applicable sport administrator, may inform applicable assistant coach(es) (i.e., applicable coordinator, position coach, or strength coach) at their discretion on a need-to-know basis. Other employees will only be informed as necessary for the implementation of the program.

X. EXTRAORDINARY CIRCUMSTANCES

In extraordinary circumstances, as determined at the sole discretion of the Vice Chancellor of Athletics the following additional actions:

- Temporary, indefinite, or permanent suspension from further participation in all athletic programs.
- Cancellation of all or part of any grant-in-aid provided to the student-athlete by Nebraska Athletics.
- Extended counseling and rehabilitation to provide and implement an appropriate plan of intervention for the student-athlete.
- Outside counseling and rehabilitation at an off-campus facility with student-athlete responsible for financial aspect of such use of facility.
- Referral of the matter to the University's student conduct office for appropriate University student conduct action.

Additionally, if a student-athlete is charged or convicted for possession and/or use of illegal drugs, they may be subject to appropriate disciplinary measures, including, but not limited to, suspension from all athletic participation. A student-athlete charged with of selling or distributing illegal drugs may be immediately and permanently suspended from all athletics participation. A student-athlete convicted of selling or distributing illegal drugs will be immediately and permanently suspended from all athletics participation.

XI. CONFIDENTIALITY:

Every effort will be made to maintain confidentiality within the program. While all related information and records will be protected from public access to the fullest extent allowed by law, it is understood that the law requires disclosure of such records in a health or safety emergency, and/or in response to a lawfully issued subpoena. Information may also be shared with medical staff as needed for the care of the student-athlete and with any pertinent members of the intercollegiate athletics staff, including but not limited to coaches, academic counselors, team physicians, and administrators.

XII. RIGHT TO MODIFY:

This policy may be modified or amended by the Vice Chancellor of Athletics or his/her designee.

Appendix A Substances Tested

The following are a list of substances for which the student-athlete may be tested for:

- Stimulants
- Cocaine
- Marijuana (THC & Derivatives)
- Anabolic Steroids and Masking Agents
- Opiates and synthetic opiates (Morphine, Codeine, Demerol, Heroin, etc.)
- Barbiturates
- Natural and manufactured hallucinogens
- Drug analogs (designer drugs), and
- Alcohol
- Substances banned by the NCAA
 - Stimulants.
 - Anabolic agents.
 - Beta blockers (banned for rifle only).
 - Diuretics and masking agents.
 - Narcotics.
 - Cannabinoids.
 - Peptide hormones, growth factors, related substances and mimetics.
 - Hormone and metabolic modulators.
 - Beta-2 agonists.

NCAA Nutritional/Dietary Supplements:

Before consuming any nutritional/dietary supplement product, review the product and its label with your athletics department staff!

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

APPENDIX B**University of Nebraska Athletics Drug Testing Consent Form**

1. I hereby consent to be tested to determine if I have utilized any banned substances, to include but not limited to, those listed on the NCAA list of banned substances set forth in section 18.4.1.4.6 of the NCAA manual and in the University of Nebraska Department of Athletics Substance Use Policy & Procedure (Policy), by providing biological samples as requested by the University of Nebraska's Department of Athletics.
2. I agree to provide such biological samples at the time and location and under conditions for collection, as determined by department, at various times throughout the year, with or without prior notice.
3. I hereby authorize the University of Nebraska (Nebraska Athletics) or designee to send my samples to the laboratory of the university's choice for actual testing and authorize Nebraska Athletics or designee to receive test results.
4. I hereby authorize Nebraska Athletics or designee to release all information and records, including test results, that may be made or received relating to the screening and testing of my biological samples to the university's Vice Chancellor of Athletics/Director of Athletics and/or designee, Senior Associate Athletic Director for Sports Medicine, Associate Athletic Director for Sports Medicine, Team Physicians, respective head coach, and their designees, and my parent/legal guardian as deemed appropriate in their discretion. I acknowledge that while certain medical information may be released to the media by virtue of my participation in Nebraska Athletics, the results of drug tests will not be released or reported. I further acknowledge and agree that my parent/guardian will be notified of the results of any positive test result(s).
5. I acknowledge that I have read a copy of the Policy and the NCAA list of banned substances set forth in Section 18.4.1.4.6 of the NCAA Manual and the Policy, and that I have had an opportunity to ask questions regarding them. I understand the provisions therein and I agree to abide by those provisions including those specifically related to possible sanctions for positive test results.
6. I hereby release and discharge the University of Nebraska and its officers, employees and agents from all claims and causes of action created by or arising out of any act or omission related to the implementation of the Policy.
7. I have read this Consent Form, understand the terms in it, their legal significance and sign voluntarily.
8. I understand that I may revoke my consent to participate in the testing program at any time. In doing so, I understand and agree that I will immediately be prohibited from participation in intercollegiate athletics program at the University of Nebraska resulting in the immediate and permanent loss of all applicable athletic grant-in-aid and irrevocably waive any right to appeal such decision.

 Student Athlete Name

 UNL ID Number

 Student Athlete Signature

 Date Signed

 Sport

 Date of Birth

 Parent/Guardian (if under 19 years of age)

 Date

APPENDIX C

University of Nebraska Athletics Reasonable Suspicion Form

I, _____, under the reasonable suspicion clause that is outlined in the University of Nebraska’s Department of Athletics Substance Use Policy & Procedures, report the following objective sign(s), symptom(s) or behavior(s) that I reasonably believe warrant be referred to the Vice Chancellor of Athletics or his/her designee for possible drug testing.

Please check below all that apply:

The student-Athlete has shown:

- | | |
|------------------------------------|--|
| _____ irritability | _____ physical outburst |
| _____ loss of temper | _____ emotional outburst |
| _____ poor motivation | _____ weight gain |
| _____ failure to follow directions | _____ weight loss |
| _____ verbal outburst | _____ sloppy hygiene and/or appearance |

The student-Athlete has been:

- | | |
|-----------------------------|---|
| _____ late for practice | _____ missing appointments |
| _____ late for class | _____ missing/skipping meals |
| _____ not attending class | _____ arrested for drug or drug paraphernalia related charges |
| _____ receiving poor grades | _____ positive on previous drug test (s) |
| _____ staying up too late | |

The student-Athlete has demonstrated the following:

- | | |
|---|--|
| _____ dilated pupils | _____ excessive talking |
| _____ constricted pupils | _____ withdrawn and/or less communicative |
| _____ red eyes | _____ periods of memory loss |
| _____ smell of alcohol on the breath | _____ slurred speech |
| _____ smell of marijuana | _____ recurrent motor vehicle accidents and/or violations (give dates _____) |
| _____ staggering or difficulty walking | _____ violations of university code of conduct |
| _____ constantly running and/or red nose | |
| _____ recurrent bouts with a cold or the flu (give dates _____) | |
| _____ over stimulated or “hyper” | |

Other specific objective findings include:

Print Name of Athletic Dept. Staff: _____

Signature of Athletic Dept. Staff: _____

Date: _____

Reviewed by: _____

Vice Chancellor of Athletics /Designee: _____

Date: _____

- Reasonable suspicion finding upheld
- Reasonable suspicion finding denied

Big Ten Conference

Since its inception in 1896, the pursuit and attainment of academic excellence has been a priority for every Big Ten member institution. But maintaining the conference's standard of competing at the highest level in athletics also endures as an important component of the Big Ten experience. Striking that balance between academics and athletics is integral to the Big Ten's identity. Recognized as one of intercollegiate sports' most successful undertakings, the Big Ten strives for success from its students not only on the field and in the classroom, but around the world as well.

[Big Life. Big Stage. Big Ten.](https://bigten.org/) | <https://bigten.org/>