



**PRESIDENTIAL COMMITTEE ON  
ATHLETICS' OPERATIONS MANUAL**

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## **STATEMENT OF ASPIRATION**

The University of Iowa is committed to a philosophy of firm institutional control of athletics, to the unquestioned academic and financial integrity of our athletics program, and to the accountability of the Athletics Department to the values and goals befitting higher education. In support of that commitment, the Presidential Committee on Athletics representing faculty, staff, students, and alumni of the University of Iowa have examined and agreed to the principles set forth by the Knight Foundation Commission on Intercollegiate Athletics as a guide to our participation in intercollegiate athletics (See Appendix A).

### **POLICIES OF THE PRESIDENTIAL COMMITTEE ON ATHLETICS**

#### **GENERAL POLICIES ON MEMBERSHIP AND ORGANIZATION**

##### **ROLE OF THE COMMITTEE**

The Presidential Committee on Athletics (PCA) is a special, free-standing (Non-Charter) university committee appointed by the University of Iowa President. The role of the PCA is to advise the University President and the Director of Athletics on athletics issues generally, and to recommend policies pertaining to the Athletics Department consistent with the rules and policies of the National Collegiate Athletics Association, the Big Ten Conference, the Board of Regents, and the University of Iowa. In addition to its duty to advise and recommend policies to the University President and Athletics Director, the Committee periodically reports on its activities and on the status of athletics to the faculty, staff, and student constituency organizations at the University of Iowa.

The Committee has adopted the policies and procedures in this Manual. State law, university, National Collegiate Athletic Association (NCAA), and Big Ten Conference policies and procedures supersede any prior or present policies or practices of the Department of Athletics or the PCA. Likewise, when approved by the University President, PCA policies and procedures supersede those of the Department of Athletics within intercollegiate athletics programs at the University of Iowa, however PCA policies may not render a student-athlete ineligible for practice or competition

Finally, it is the PCA's policy that the Director of Athletics bears primary responsibility for ensuring that the University of Iowa is in compliance with Big Ten and NCAA rules.

##### **MEMBERSHIP**

The membership of the PCA shall consist of 18 voting members appointed by the President, plus five additional non-voting liaison members, also appointed by the President. A majority of the Committee consists of faculty members, with representatives of students, staff, alumni, athletics, and university administration. A majority of faculty members on the Committee shall have their primary appointment in a college that offers an undergraduate degree; remaining faculty members shall have their primary appointments in the graduate college or professional schools.

## **COMPOSITION OF THE PCA**

1. Two-thirds of the PCA consists of faculty members who are eligible for election to or are currently serving in the university Faculty Senate (11 members). Seven faculty members shall have a demonstrated record of undergraduate teaching and a primary appointment in one of the undergraduate colleges (Business, Education, Engineering, Liberal Arts and Sciences, or Nursing). Four faculty members shall have their primary appointment in the Graduate College or professional schools. Nominations for faculty appointments are submitted to the President by a committee of the Faculty Senate.
2. Two members are alumni, not full-time members of the university faculty or staff. Alumni nominations are submitted to the President via the President of the Alumni Association in consultation with collegiate deans and other units on campus.
3. Two members are staff, via nominees generated by Staff Council.
4. Two members are students. One student nominated by the Iowa Student Athletic Advisory Committee (ISAAC), and the second one nominated by the joint nominations committee of UISG and ECGPS.
5. One or two Faculty Athletic Representatives (with one vote, if more than one).
6. Liaisons to PCA typically include designated representatives from the Office of the President Provost, including the Chief Diversity Office, the Office of the Senior Vice President for Finance and Operations, the Office of the Executive Vice President and Provost, the Office of the Vice President for Student Life, and the Athletics Department. These representatives are appointed by the President to facilitate and participate in the work of the Committee.

## **TERMS OF MEMBERS**

Members of the PCA are appointed for a five-year term except for student members, whose terms shall be one year. No person who has served for five years is eligible, upon completion of his or her term, for further service until he or she has been off the PCA for at least six months. The President of the university may waive the provision of the forgoing sentence in the case of the Chair of the PCA, or of the Faculty Athletics Representative. The term of any person selected to fill a vacancy expires on the date which would have been applicable to the person whom he or she succeeded. For continuity and depth of experience within the committee, efforts should be made to stagger terms of appointments.

## **REMOVAL**

Because intercollegiate athletics is a subject in which there is great public interest and calls for members of unusual ability, discretion and judgment, the President, upon request of one-fifth of the members (3) of the PCA, and for reasons which seem adequate, may remove a member from the PCA and cause the vacancy thus created to be filled. The PCA, by three-fourths vote of its members (13), may remove a member for cause and declare the seat vacant.

## **OFFICERS**

The officers of PCA are a Chair (faculty member, appointed by the President after consultation with the President of the Faculty Senate; the Chair serves at the pleasure of the President of the university), and a Vice Chair. The Vice Chair is elected by a vote of PCA members either at the last PCA meeting of the spring semester or the first PCA meeting of the fall semester. A recording secretary will be provided by the Department of Athletics.

## **MEETINGS**

### **Regular Meetings**

The regular meeting is held monthly. No meetings are held in January or July unless a special meeting is called. At least one week of notice should be given for a special meeting. Action may be taken at any regular or special meeting at which a quorum of the faculty members of the PCA is present. Even if a quorum cannot be obtained, action may be taken if action is deemed essential and reasonable attempts have been made to achieve a quorum, but a preferable course of action would be to complete the action in a reasonable time after the meeting through submission of ballots in writing or via an email by all PCA members.

### **Proxy Voting Policy**

Proxy votes are allowed only if the PCA votes at one meeting to allow proxies at a subsequent meeting on a specific issue. The policy's intent is to accommodate individual PCA members who cannot attend a meeting, by allowing all PCA members to vote on critical issues. Authorizing post-meeting ballots submitted in writing or via email is a preferable course of action.

### **Open Meetings**

As confirmed by the university General Counsel's Office in February, 2012, the PCA is no longer legally subject to the Iowa Open Meeting Law ("law"), Chapter 21, *Iowa Code*. The PCA, however, has determined that it is in best interests of the university for PCA to continue to voluntarily comply with the relevant provisions of the Open Meetings Law. Set forth in Appendix B is a summary of the law as it formally applied to the PCA.

## **SEARCH PROCEDURES FOR ATHLETICS DEPARTMENT PERSONNEL**

The PCA will participate in the search process to fill permanent Professional and Scientific (P&S) positions for coaches and athletic trainers, personnel providing academic support services, and policy-making senior administrators in the Athletics Department. The Chair of the PCA will designate a PCA member to serve on search committees for these positions, primarily to participate in on-campus interviews of candidates. If the search is to fill a head coaching position, the Chair will serve personally or designate a member of the Executive Committee to serve on the search committee. The purpose of having PCA members serve on these search committees is to visibly reinforce the PCA's commitment to the integrity of the search process by (1) assuring that

successful job applicants are sensitive to the academic and citizenship responsibilities of Iowa's student-athletes, and (2) assuring that the university's equal opportunity and diversity policies are implemented in the search.

In all searches for permanent P&S coaches and athletic trainers, personnel providing academic support services, and policy-making senior administrators, the search process will follow the established and traditional campus-wide search procedures established by the university's Office of Equal Opportunity and Diversity. The PCA is strongly committed to promoting these established and traditional search procedures. PCA supports the goals of these search procedures, which are: (1) to achieve a large and diverse pool of candidates, (2) to provide every opportunity to review the qualifications of candidates from diverse backgrounds, and (3) to recruit and hire outstanding candidates to carry forward the key missions of the Athletics Department.

When a deviation from the established and traditional search procedures is deemed necessary by the Director of Athletics, a request for an alternative process or a waiver must be submitted to the university's Office of Equal Opportunity and Diversity. If the request is approved, the Director of Athletics should advise the Chair of the PCA if interviews will be held in which a PCA member will be expected to participate. It is anticipated that requests for an alternative process or a waiver will be rare and will require compelling reasons to be approved by the university.

### **EXECUTIVE COMMITTEE**

The PCA shall have an Executive Committee. The Executive Committee is composed of the Chair and the Vice Chair of the PCA, the Chairs of the PCA's standing subcommittees, and the Big Ten Faculty Athletics Representative(s). Ex-officio members of the Executive Committee are the Director of Athletics, Deputy Director of Athletics, Senior Associate Athletics Director/Senior Woman Administrator, and President or designee. Student members of the PCA may not serve on the Executive Committee.

The Executive Committee is advisory to the Chair of the PCA, the Director of Athletics, and the university administration. The Committee will meet with the University President at least once each year, preferably before the start of the academic year. The Committee informs, consults, and makes recommendations to the PCA regarding current and long-range issues and on the results of periodic and special reviews. The Committee undertakes periodic reviews of policies, procedures, governance documents, and internal and external reports; it also considers long-range planning issues and addresses urgent or emergency issues at such times as consultation with the full PCA is impractical. The Committee will make decisions by vote of its membership on urgent or emergency issues in consultation with the Director of Athletics and the President or designee, with decisions reported to the PCA as soon as possible.

In addition, the Executive Committee bears special responsibilities for reviewing and monitoring the Athletics Department's financial budget and the Department's planning for improvements of its physical facilities. As to both matters, such reviews are focused primarily on the academic interests and well-being of student-athletes, equity and diversity concerns, and the

priorities of the university. The Executive Committee will work closely with the Athletics Director to assure the accuracy and timeliness of the information requested from the senior staff members responsible for reporting on financial matters and facilities planning under review.

**FINANCES:** Prior to the first PCA meeting of the academic year, the Executive Committee or a subcommittee thereof will meet with the Chief Financial Officer of the Athletics Department to review the budget for the prior fiscal year, examining particularly the budgeted revenues and expenditures versus the actual revenues and actual expenditures. In this review the Committee will also examine budget comparisons with other Big Ten universities and longitudinal data regarding changes in the Athletics Department's budget over time. An oral report of this meeting will be presented to the full PCA at its next meeting, and a summary of this report will be recorded in the PCA minutes.

Prior to the final PCA meeting of the academic year, the Executive Committee or a subcommittee thereof will meet again with the Chief Financial Officer to review the Athletics Department's proposed budget for the next fiscal year. In this review the proposed budgeted revenue and expense categories will be examined by sport and compared to the budget for the prior fiscal year. An oral report of this meeting will be presented to the full PCA at its final meeting of the academic year, and a summary of this report will be recorded in the PCA minutes.

**FACILITIES PLANNING:** Prior to the first PCA meeting of the academic year, the Executive Committee or a subcommittee thereof will meet with the senior staff member(s) primarily responsible for planning and carrying out the Department's initiatives for improving its physical facilities. At this meeting the Committee will review the current status of facility projects already under way and those approved but whose commencement is pending. In addition, the Committee will be briefed about any facility projects for which planning may be initiated during the upcoming academic year, and about projected major facilities improvements on the longer term planning horizon. An oral report of this meeting will be presented to the full PCA at its next meeting, and a summary of this report will be recorded in the PCA minutes.

Prior to the final PCA meeting of the academic year, the Executive Committee or a subcommittee thereof will meet again with the senior staff member(s) primarily responsible for planning and carrying out the Department's initiatives for improving its physical facilities. At this meeting the Committee will review progress made during the year in renovating or constructing physical facilities and will be briefed on progress on existing plans for additional facilities improvements and on any new plans developed since the first meeting of the year. An oral report of this meeting will be presented to the full PCA at its final meeting of the academic year, and a summary of this report will be recorded in the PCA minutes.

## **SUBCOMMITTEES**

The PCA shall have three substantive subcommittees: 1) an Academic Achievement Subcommittee, 2) an Equity Subcommittee, and 3) a Student-Athlete Well-Being Subcommittee. Their memberships and responsibilities are described below:

## **Academic Achievement Subcommittee**

The Academic Achievement Subcommittee is composed of faculty members of the PCA: a minimum of three faculty members and one Faculty Athletics Representative to the Big Ten Conference. The subcommittee shall be chaired by a faculty member on the PCA appointed by the Chair of the PCA and shall be responsible to report to the PCA on the subcommittee's activities. The Director of Athletics or his or her designee shall serve as ex-officio member, as well as the Associate Athletics Director for Student-Athlete Academic Services, and the designee from the Office of the Provost.

The principal responsibility of this subcommittee is to ensure that the University of Iowa provides students participating in intercollegiate athletics access to the best possible education. To fulfill this responsibility, the subcommittee serves as a sounding board and advisor for the Associate Athletics Director for Student-Athlete Academic Services and reports to PCA on the academic issues of student-athletes. This subcommittee performs the following functions:

- A. Monitors the academic support programs for student-athletes by ensuring that the athletic counseling and tutoring programs have effective policies and recommends changes as necessary to the director of these programs, the Director of Athletics, and/or the PCA.
- B. Reviews PCA standing reports and suggests policy and/or procedural changes.
- C. Monitors the academic progress of student-athletes by initiating discussions between subcommittee members and student-athletes as appropriate on a case by case basis.
- D. Assists in maintaining effective communication among faculty members and the staff of the counseling programs for student-athletes.
- E. Commends student-athletes who win NCAA, Big Ten, and other awards for academic achievement.
- F. Recommends appropriate policies to the PCA regarding academic achievement matters.
- G. Reviews schedules for individual and team competitions and recommends appropriate action to the PCA.
- H. Periodically reviews team rules and guidelines relating to academic progress and related due process procedures.
- I. Reviews on an annual basis the graduation rates of student-athletes and non-athletes to ensure that student-athletes have graduated in at least the same proportion as non-athletes who have spent comparable times as full-time students (KC Principle VII).
- J. Periodically reviews the academic majors of student-athletes as they compare to the majors of all undergraduate students at the university.



- K. Recommends to PCA a policy for dealing with student-athletes taking non-traditional or distance learning courses.

The PCA seeks to minimize the disruption of student-athletes' academic responsibilities caused by schedules of competition. Thus the subcommittee's recommendations shall be guided by a policy, supported by the Athletics Department (See Appendix C).

In fulfilling its responsibilities, the subcommittee routinely shall request the Department of Athletics to provide reports on student-athletes with academic problems, to advise it on appropriate remedial efforts to be undertaken to assist those student-athletes, and, after every semester and summer session, to provide the subcommittee with a report on the academic progress and retention of all student-athletes. In addition, annual reports will be provided addressing: 1) graduation rates and academic progress rates, 2) academic performance related to admission's standards, 3) academic performance of targeted students, 4) credit hours from other schools/courses by correspondence/independent study/internet courses, and 5) Student-Athlete Academic Services. Every other year, reports will be provided on majors and meaningful course work. These all constitute PCA standing reports. The subcommittee shall provide a summary of these reports to the full PCA (KC Principle X).

The subcommittee shall serve the PCA and the President in an advisory capacity in policy matters relating to academic progress of student-athletes, including level of staff support in the Department of Athletics and at the Gerdin Athletic Learning Center, as appropriate. It should strive to strengthen and augment the academic support programs under the Associate Athletics Director for Student-Athlete Academic Services.

The PCA recognizes that special counseling and advising programs offered to student-athletes in special facilities reserved for their use like the Gerdin Athletic Learning Center are consistent with the university's goal of providing adequate academic support for all students. These facilities and programs are viewed as appropriate given the special challenges that participation in major college athletics places on the student's time and energy and given the university's desire to help these students excel in academics as well as in athletics. Such programs and facilities are offered elsewhere throughout the university community where special needs of students are identified. These programs are supervised and monitored by the university through the Associate Provost for Undergraduate Education independent of the Department of Athletics consistent with the principle of institutional control and academic integrity (KC Principle III).

### **Academic Achievement Subcommittee: Yearly Calendar and Responsibilities**

September - Conduct student-athlete interviews  
October -Review Iowa Link Program  
November -Review student-athlete graduation rates  
November - Review missed class time reports from previous year  
December – Start NCAA Measurable Standards review  
January -Review student-athlete academic majors  
February - Scholarship and award nominations  
March - Conduct student-athlete interviews

April - Start team competition schedule review  
May - Exit interview summaries  
May - APR projections

### **Equity Subcommittee**

The Equity Subcommittee is composed of at least two members of the PCA. The subcommittee shall be chaired by a member of the PCA appointed by the Chair of the PCA.

The Equity Subcommittee is charged with recommending strategies evidencing the Athletics Department's commitment to equity and compliance with Title IX. The subcommittee shall operate with a commitment to maintaining existing athletic programs at their current high level of excellence. In making its recommendations to the PCA, the subcommittee shall take into account financial constraints of the university and the State. The subcommittee also adheres to Big Ten guidelines and aspires to achieve equal participation in sports for men and women.

The Equity Subcommittee shall also facilitate progress toward the Athletics Department's goals of broad diversity among student-athletes and staff. Supporting persons of color in the Department of Athletics involves four components: 1) recruitment and retention of minority student-athletes; 2) recruitment and retention of minority coaches and staff; 3) maintaining a supportive climate for minority individuals in the Department of Athletics; and 4) participation in university-wide and community-wide efforts - to provide a supportive climate in the University of Iowa community. The goals, strategies, and actions are undertaken within the context of the university's Policy on Human Rights, the PCA's directives on Equal Opportunity and Diversity and Human Rights, and the Strategic Plans of the Department of Athletics and the university.

The Equity Subcommittee shall monitor the Department of Athletics' progress towards the goals set out in its Strategic Plan. The subcommittee shall also monitor the Department of Athletics' progress in addressing gender and minority equity issues identified in the 2005-06 NCAA Certification process. The annual activities of the Equity Subcommittee and their alignment with Title IX and the Athletics Department Strategic Plan are outlined in Appendix D.

### **Student-Athlete Well-Being Subcommittee**

The Student-Athlete Well-Being Subcommittee provides direction and advice on all policies and issues regarding the general well-being of student-athletes. The principal responsibility of this subcommittee is to ensure the well-being of University of Iowa student-athletes and to remind all involved that they are first and foremost students. The subcommittee shall be chaired by a PCA member appointed by the Chair of PCA and shall be responsible for reporting to the PCA on the subcommittee's activities. Membership should include: two student-athlete representatives (one male and one female), at least two members from PCA; the Faculty Athletics Representative(s); the Athletics Administrator responsible for sexual assault and sexual harassment (ex-officio); a representative of the Office of Equal Opportunity and Diversity (ex-officio); the Associate Athletics Director for Student-Athlete Academic Services (ex-officio); and a representative of the Office of the Vice President for Student Services (ex-officio).

To fulfill its responsibilities, the subcommittee performs the following functions:

- A. Reviews information on use of the written Code of Conduct for Student-Athletes, to include the method(s) of distribution to student-athletes, programming to make student-athletes aware of the Code, and an annual report regarding infractions of the Code;
- B. Reviews team rules regarding student conduct, substance abuse, and behavioral expectations at practices and games;
- C. Reviews information on policies and procedures regarding required and optional team/individual practices;
- D. Reviews information on the medical care and training services and programs provided for or available to student-athletes;
- E. Consults with the Associate Athletics Director for Student-Athlete Academic Services on programming recommendations for student-athletes and staff on topics such as substance abuse prevention programs, legal and behavior expectations programs, sexual-abuse prevention programs, and diversity awareness programs;
- F. Reviews updates and keeps informed about programs, activities, and new initiatives of the Student-Athlete Assistance Program (SAAP) offered by Student-Athlete Academic Services.
- G. Reviews general information on policies and practices concerning the substance abuse testing of student-athletes;
- H. Receives and reviews the current Department of Athletics' Sports Team Travel Policy;
- I. Meets with the Iowa Student-Athlete Advisory Executive Subcommittee at least once a year and is otherwise available to hear from student-athlete groups or student-athletes and other appropriate groups on issues concerning student-athlete well-being;
- J. Reviews policies and practices regarding the media and public relations expectations for student-athletes, as well as media intrusion on the time and privacy of student-athletes;
- K. Informs, in writing and by other means, athletic staff, coaches, and student-athletes about the availability and functions of the subcommittee;
- L. Provides an annual end-of-year report to the PCA Chair, reflecting reviews conducted and activities accomplished during the current year and scheduled standing reports for the upcoming year;
- M. Reviews periodically the adequacy and safety of locker rooms, and practice and competition facilities; and
- N. Reviews periodically the content of PCA policies directly affecting student-athletes,

including the Code of Conduct for Student-Athletes, the Statement of Student-Athlete Rights and Responsibilities, the Social Media Policy, and the Pregnancy Policy.

- O. Reviews periodically NCAA information concerning time management process and potential legislation.

### **Summary of Yearly Activities**

1. Each year, a number of issues of concern to the Well-Being Subcommittee that particular year will come to the committee for discussion/review/revision. Previously, that has included the Pregnancy Policy and the Student-Athlete Rights and Responsibilities. Examples of other such issues that have emerged in part years include, but are not limited to, a possible helmet policy for student-athletes, results of student-athlete exit interviews, and activities involving ISAAC.
2. In terms of the NCAA Measureable Standards, and how they align to the work of the subcommittee, below is the suggested chronological discussion of these issues:
  - August-Discussion of the operation and goals of ISAAC (Iowa Student-athlete Advisory Committee)
  - September-Description and discussion of the Life Skills Program for student-athletes, e.g. career seminars, etc.
  - October-Eligibility issues/certification
  - November-Sports Medicine policies
  - January-Medical procedures, including emergency plan and a plan for out of season workouts
  - February-Grievance procedures
  - March-Athletic training procedures
  - April-Travel policies
  - May-Discussion of exit interview data that are gathered from student-athletes

## **CONTRACT AUTHORITY**

### **General Policy**

The responsibilities of the PCA do not include exercising contracting authority for athletic events, facilities, personnel contracts, or any other matters related to the Department of Athletics programs that may require a contractual arrangement. Contracts, including those entered into by Department of Athletics personnel involving the use of commercial products or services by student-athletes must be approved through the university's established contract authorization procedures.

## **Television Contractual Arrangements**

Contracts for the production, distribution, and marketing of live and delayed broadcasts against non-conference and Big Ten Conference opponents on television, the world-wide web, and other video platforms are entered into by the Big Ten Conference and its Board of Directors. The Council of Presidents and Chancellors constitutes the Board of Directors. This arrangement places the chief executive officers of each Big Ten Conference institution in the decision-making role regarding matters related to live video platforms.

## **PERQUISITE POLICY**

In accordance with Section I-2.8(6)k of the university's Operations Manual, which prohibits preferential treatment of Charter committee members, PCA members shall not expect nor accept gratuities, rewards, or perquisites, including tickets, to any athletic events. Preferential treatment shall not be given to any PCA member by virtue of service on the PCA.

### **Postseason Travel**

For members of the PCA, trips to postseason competition by University of Iowa athletic teams—including the costs of travel, lodging, game tickets, meals, etc.—are perquisites within the meaning of this policy. Therefore, members shall neither expect nor accept such trips by virtue of their service on the Committee. The exception to this policy is that, by invitation from the Office of the President, the Chairperson, or another designated PCA member and guest will be allowed to travel within the official travel party to represent the Committee.

This policy does not preclude a Committee member from inclusion in the official travel party for a University of Iowa postseason competition on the basis of another university role or status or by special invitation from the Office of the President.

## **BOARD OF REGENTS, STATE OF IOWA ATHLETICS POLICY**

### **Policy Statement**

Integrity in the administration of intercollegiate athletic programs is one of the highest priorities of the Board of Regents. In July 1991, the Board of Regents adopted the "one plus three" concept of intercollegiate athletics that asserts presidential control of athletics, as well as academic integrity, financial integrity, and accountability through certification. The Board now wishes to provide additional policy emphasis on integrity in athletics by clarifying the Board's position on the consequences for serious infractions of the rules and regulations of the NCAA, athletic conference or institution and adopting a reporting procedure. All violations of NCAA, conference, or institutional rules that could result in punitive, corrective, or disciplinary action shall be reported to the Board according to the procedures described below. Sanctions, including termination of employment (following due process) shall be imposed in response to significant violations.

## **Procedure**

The Board Office will be notified of all violations that could result in corrective, punitive or disciplinary action by the NCAA, athletic conference or institution. The form of the notification will be as follows:

- A. If the NCAA has initiated an investigation, a copy of the letter from the NCAA and a letter of explanation will be forwarded to the Board Office.
- B. If the institution is self-reporting an alleged violation to the NCAA, a copy of the letter will be forwarded to the Board Office.
- C. If conference or institutional rules are at issue, the Board will be notified as soon as a factual basis for the rule violation is known.
- D. The Board Office will be notified of the nature of the alleged violation; the NCAA, conference or the institutional rule involved; and the plan for investigating the allegation.
- E. Notification of Status of Investigation

The Board will be notified periodically of the status of the institution's investigation. The form of notification will be a letter to the Board Office from the institutional official charged with overseeing the investigation.

- F. Notification of Outcome of the University Investigation

The Board Office will be notified of the outcome of the university's investigation, including its factual conclusions and sanctions (if any). A summary of reports and documents submitted to NCAA, athletic conference or institutional officials will be provided to the Board Office.

- G. Notification of Outcome of NCAA, Athletic Conference or Institutional Investigation

The Board Office will be notified of the results of any investigation undertaken by NCAA, athletic conference, or institutional officials. This notification will include the conclusions and sanctions (if any).

## **Additional Actions**

- H. Clauses shall continue to be included in all coaches and athletic administrators' contracts that will provide that significant violations of NCAA, conference or institutional rules will result in sanctions including, but not limited to, reprimand, suspension, and/or termination of employment (subject to the Board of Regent procedures in due process).
- I. Future contracts for appropriate Athletics Department officials shall include reference to this policy.

- J. In cases where this policy is not followed, the institutional President is to request an executive session with the Board of Regents to discuss the situation.

## APPENDICIES

### Appendix A. Knight Commission Principles

Principle I. The educational values, practices and mission of this institution determine the standards by which we conduct our intercollegiate athletics program.

Principle II. The responsibility and authority for the administration of the athletics department including all basic policies, personnel, and finances, are vested in the president.

Principle III. The welfare, health and safety of student-athletes are primary concerns of athletics administration on this campus. This institution will provide student-athletes with the opportunity for academic experiences as close as possible to the experiences of their classmates.

Principle IV. Every student-athlete - male and female, majority and minority, in all sports - will receive equitable and fair treatment.

Principle V. The admission of student-athletes - including junior college transfers - will be based on their showing reasonable promise of being successful in a course of study leading to an academic degree. That judgment will be made by admissions officials.

Principle VI. Continuing eligibility to participate in intercollegiate athletics will be based on students being able to demonstrate each academic term that they will graduate within five years of their enrolling. Students who do not pass this test will not play.

Principle VII. Student-athletes, in each sport, will be graduated in at least the same proportion as non-athletes who have spent comparable time as full-time students.

Principle VIII. All funds raised and spent in connection with intercollegiate athletics programs will be channeled through the institution's general treasury, not through independent groups, whether internal or external. The athletics department budget will be developed and monitored in accordance with general budgeting procedures.

Principle IX. All athletics-related income from non-university sources for the coaches and athletics administrators will be reviewed and approved by the university. In cases where the income involves the university's functions, facilities or name, contracts will be negotiated with the institution.

Principle X. We will conduct annual academic and fiscal audits of the athletics program. Moreover, we intend to seek NCAA certification that our athletics program complies with the principles herein. We will promptly correct any deficiencies and will conduct our athletics program in a manner worthy of distinction.

[The PCA accepted the Knight Commission Principles in 2003 as the guiding principles for the University of Iowa.]



## **Appendix B. Iowa Open Meetings Law**

**Open Session Required:** If applicable, the meeting law would require the PCA to conduct its meetings, whether formal or informal, in open session, meaning that all members of the public shall have access to these meetings. The law applies to any gathering in person or by electronic means of a majority of the PCA's members, provided that deliberation occurs or action is taken on any matter within the scope of the PCA's policy-making duties. Any final PCA action must be taken in open session.

**Open Session Not Required:** The law does not apply to purely ministerial meetings or social gatherings where no discussion of policy occurs. In addition, the PCA may meet in closed or "executive" session for the following reasons:

1. to discuss strategy with counsel in matters already in litigation or where litigation is imminent;
2. to prevent needless or irreparable injury to the reputation of an individual whose professional competency is being evaluated for purposes of appointment, hiring, performance, or discharge; provided that the individual requests a closed session;
3. to discuss strategy in matters relating to employment conditions (see Section 20.9 of the law) of employees subject to a collective bargaining agreement; or,
4. to discuss information that is confidential under the Family Educational Rights and Privacy Act (FERPA).

### **To hold a closed session, the PCA must:**

1. pass a motion by a vote of either two-thirds of PCA membership or by all members present;
2. record in the minutes the vote of each member present on the issue of closed session;
3. record in the minutes the reason for the closed session;
4. record in the minutes of the closed session details of all discussions, persons present and actions taken; and
5. record by audiotape or videotape the closed session, and retain the recording on file for at least one year after the date of the meeting.

**Proper Notice Required:** Except where impossible or impractical for good cause, the PCA must give 24 hours' notice of the date, time, place, and tentative agenda of its meetings. Such notice may be given either by advising the news media that have filed a request for such notice or by posting on bulletin boards that are readily accessible to the public at the principal offices of the PCA or the University. Where proper notice is not given, the nature of the good cause must be stated in the PCA's minutes.

**Rules of conduct at meetings:** The PCA may impose reasonable rules for orderly conduct of meetings and freedom from interference or interruption by spectators. At all open meetings the public shall be allowed to use cameras or recording devices.

**Electronic meetings:** The PCA may hold electronic meetings only when meeting in person is impossible or impractical, and then must satisfy the specific requirements of Section 21.8 of the Act.

[APPROVED BY PCA, MAY 1, 2014; Approved by President, May 5, 2014]

## **Appendix C. PCA Missed Class Days Policy**

The PCA seeks to minimize the disruption of student-athletes' academic responsibilities caused by schedules of competition. Thus, the Academic Achievement Subcommittee's recommendations regarding class attendance shall be guided by a policy, supported by the Athletics Department, which follows these principles:

- A. During the regular season sports schedule, a student-athlete may miss no more than eight class days per semester due to the scheduling of athletic events. If travel commences prior to 12:00 noon, it constitutes 1 class day missed; if travel commences between noon and 3:00 pm it constitutes ½ day missed; travel commencing after 3:00 pm does not count as missed class time. Teams who return on a class day between 8 am and noon will be assessed ½ day missed; teams who return on a class day after 12:00 noon will be assessed one (1) day missed. Big Ten and NCAA championships and NCAA-approved postseason events do not count in the regular season sports schedule.
- B. No competitions either on-campus or off-campus, other than those scheduled by the Big Ten Conference or the NCAA, may be scheduled during the weekend (Saturday/Sunday) prior to final examinations or the week of final examinations. Exceptions may be granted for competitions on the weekend prior to finals week. These will be approved by the Faculty Athletics Representative and the Chair of the PCA Academic Achievement Subcommittee.
- C. Travel for competition the week prior to final examinations shall be kept to a minimum.
- D. Student-athletes who compete as individuals will be evaluated separately to determine compliance with the Missed Class Days Policy.

### **Guidelines for Requesting and Approving an Exception to the PCA Missed Class Days Policy**

PCA policy limits student-athlete absences during the regular season sports schedule to no more than eight missed class days per semester. The following guidelines were adopted by PCA on May 1, 2014 to facilitate administrative implementation on the Missed Class Days Policy:

1. To be approved by PCA, all teams' competitive schedules must be prepared in full compliance with the eight Missed Class Days Policy.
2. The administrative officials designated in these guidelines may grant permission to exceed the eight missed class days limit in cases of exceptional circumstances.
3. Decisions to grant exceptions will be made on a case-by-case basis.
4. Prior to requesting an exception, all other avenues for complying with the Missed Class Days limit should be exhausted. If compliance with the eight-day limit is not reasonably possible due to exceptional circumstances, an exception may be granted, subject to the following considerations:
  - a. Exceptions may be granted to individual student-athletes or to an entire team.

- b. Ordinarily, no more than one exception (team or individual) to the eight Missed Class Days Policy per semester will be approved. Exceptions may be approved for one or two days.
  - c. Student-athletes who are considered at risk for academic failure will not be permitted an exception. This determination will be made by the staff in Student-Athlete Academic Services.
  - d. The rigor of classes that will be missed and class times in relation to the student's daily schedule will be reviewed.
  - e. If an exception is granted after the opening of classes, the student-athlete's instructors must be informed.
  - f. Other considerations that may be taken into account:
    - i. Student-athlete's prior absences from class owing to illness, injury, unexcused absences, or emergencies;
    - ii. Student-athlete's demonstrated commitment to conscientious academic effort;
    - iii. Frequency of meetings of classes that will be missed, e.g. class that meets only once per week; and
    - iv. Circumstances beyond the team's control arising after schedules have been finalized, e.g. changes required by the Big Ten, weather disruptions of scheduled competitions, airline reservation cancellations or modifications, and airline seat availability, etc.
5. Process for requesting an exception: The Head Coach, in consultation with the Sports Administrator, should submit a request for an exception from the eight missed class days limit to the Deputy Director of Athletics, who—with the Director of Student-Athlete Academic Services—will review the student-athlete's academic status and performance. Following a favorable review, the Deputy Director of Athletics will consult with the Faculty Athletic Representative(s) and the Chair of the PCA Academic Achievement Subcommittee for their approval or denial of the exception requested.

[APPROVED BY PCA, MAY 1, 2014; Approved by President, May 5, 2014]

**Revisions approved December 1, 2016**

**Appendix D. PCA Equity Subcommittee Activity Alignment: Title IX and Strategic Plan**

<b>Title IX Standard</b>	<b>Subcommittee Activities</b>	<b>Equity Committee Timeline from PCA Handbook</b>	<b>Athletics Department Strategic Plan 2013-18</b>
<b>Participation: Title IX requires that women and men be provided equitable opportunities to participate in sports. Title IX does not require institutions to offer identical sports but an equal opportunity to play.</b>	Report on Roster Management	Review new policy for adding new varsity sports	Evaluate roster management numbers for all sports to ensure compliance and if members need to be adjusted
		Review participation opportunities	Increase ethnic-minority student-athlete participation and retention on Athletics Department Teams
		Enrollment and/or comparison of population	Evaluate current sport offerings to determine if this is the best number and kind of sports to be offered by the Department of Athletics to ensure athletic excellence
<b>Scholarships: Title IX requires that female and male student-athletes receive athletics scholarship dollars proportional to their participation</b>		Review of practice and competition schedules	
		Review any changes in NCAA scholarship opportunities	
		Commitment & Evaluation: Review and assist in the implementation of a departmental Diversity Strategic Plan	Develop new opportunities that enhance the cultural competence of student-athletes, coaches, and Athletic Department staff

		Participation in Governance and Decision Making: Monitor minority student-athletes' involvement in governance; help provide leadership opportunities	Support ethnic minority student participation opportunities in campus and community life outside their sports teams
		Organization & Structure: Request regular reports on minority programming efforts and actively suggest programming ideas	Annually inform student-athletes of the policies and procedures for seeking help if they believe they have experienced harassment or discrimination
		Review and assist in the implementation of the PCA's Minority Issues Plan	Publish the Athletics Department diversity goals and objectives
<b>Other Benefits: Title IX requires the equal treatment of female and male student-athletes in the provisions of: (a) equipment and supplies; (b) scheduling of games and practice times; (c) travel and daily allowance/per diem; (d) access to tutoring; (e) coaching; (f) locker rooms, practice and competitive facilities; (g) medical and training facilities and services; (h) housing and dining facilities and services; (i) publicity and promotions; (j) support services; and (k) recruitment of student-athletes</b>	Report on Facilities	Review evaluation of facilities (practice, competition, locker rooms), monitor progress facilities upgrades	Gender Equity Diversity – Ensure the Department continues to meet Title IX compliance according to federal mandate and in complete spirit of the law, ensuring all student-athletes are treated fairly. – Maintain a supportive environment throughout the Athletics Department and campus for ethnic minority student-athletes and staff with the specific goal of increasing ethnic minority student-athlete participation and retention of Department teams. – Regularly review and monitor the Athletics

		Department diversity plan, which includes soliciting feedback from ethnic minority student-athletes and Department staff. – Maintain a supportive environment for student-athletes and staff of all sexual orientation
Report on graduation rates by gender and race/ethnicity	Review sport team equipment analysis	Hold all Athletics Department units accountable for improving the climate that contributes to the Department's efforts to recruit and retain a diverse student/athlete and Athletics Department staff population
Coach Interviews	Review modes of transportation to competition sites for all sports and develop written guidelines	Annually review sport recruiting, travel, equipment/supplies, budgets, and other areas to endure opportunity for success, favorable peer comparisons, and Department equity
Report from Fred-exit survey of senior student-athletes	Review media relations efforts and how staff are distributed	Ensure that ethnic minority student-athletes are involved in Department governance
Report from Jennifer on Athletic Department hiring	Review assignment and workload of support staff assigned to sports teams	Annually review the marketing strategies in the recruitment of ethnic minority coaches and staff
	Review distribution of courtesy cars and cell phones provided to coaches	Encourage Department units to expand intern opportunities to include minority

	interns
Interview minority staff	Work with PCA Equity Subcommittee to assist with evaluation of various areas
Seek feedback from minority student-athletes	Increase the ethnic diversity of individuals in managerial positions in the Athletics Department
Review the minority student-athlete academic review process	Ensure all Athletics Department facilities are designed, contracted, and/or renovated in an equitable manner
Review staff demographics and progress on hiring and maintaining a diverse staff	Annually review the retention and hiring of ethnic minority coaches and staff
Evaluate use of strength training facilities and staff distribution	Review and monitor the sports teams' efforts to recruit a diverse student-athlete population that includes international, ethnic minorities, and students from other diverse backgrounds
Review training table status and guideline distribution	Evaluate all 13 areas for compliance and determine if adjustments or changes need to be made to ensure compliance



	Review new marketing plan for equity purposes	Ensure the Department continues to meet Title IX compliance according to the federal mandate and in complete spirit of the law, ensuring all student-athletes are treated fairly
	Review analysis of how medical staff is assigned to teams	
	Monitor the institution's progress in attaining equity goals & report annually to PCA	
	Review pay equity processes	
	Conduct follow-up surveys with coaching staff regarding progress	

## **Appendix E. Student-Athlete Grievance Process**

### **Preamble:**

This grievance process is intended to comply fully with NCAA requirements and to be available to all student-athletes. When a student-athlete grievance issue arises and is brought to the attention of any member of the Athletics Department administrative staff, regardless of the source of disclosure, efforts to resolve the issues should include the Head Coach, Sport Administrator, and the Deputy Director of Athletics. Some discretionary decisions entrusted solely to a Head Coach, such as but not limited to, a student-athlete's playing time, and selection for out-of-town team travel, are not reviewable under this grievance process. If there is a disagreement over whether a specific issue is subject to grievance under this process, a panel comprised of the Chair of the PCA, the Chair of the PCA Subcommittee on Student-athlete Well-Being, and the Faculty Athletics Representative(s) will resolve the question by majority vote.

### **1. Athletic Grievance Process**

#### **a. Informal Process within the Athletics Department**

- i. During the initial stages of this process, the Deputy Director of Athletics will function in the role of advocate for the student-athlete to ensure that the student-athlete's interests are paramount. This collaborative involvement will begin during the initial stages of discussion with the student-athlete and continue throughout the informal process. As necessary, and at the request of the student-athlete, these discussions may involve the student-athlete's parents or guardian, with the objective of arriving at an informal resolution. The Deputy Director of Athletics will also ensure that everyone involved understands the relevant rules and procedures of the Department of Athletics and the University, both informal and formal.
- ii. At all times during this informal process, a student-athlete has the right to be assisted by legal counsel, at his or her own expense, or by another advisor of choice.
- iii. If a student-athlete protests a suspension or other disciplinary action imposed by a coach or other member of the Department of Athletics or alleges a violation of his or her rights as set forth in the Statement of Student-Athlete Rights and Responsibilities, the student-athlete should request a meeting with his or her Head Coach to attempt to resolve the matter informally. Such a request for a meeting should be granted by the Head Coach as soon as possible. The student-athlete should attempt to exhaust all options for resolution of the grievance with the Head Coach. If the student-athlete would prefer to have a third party present for meetings with the Head Coach, he or she may request assistance from several sources. These include, but are not limited to, the Sport Administrator, the Deputy Director of Athletics, the Senior Woman Administrator, or the university Ombudsperson.
- iv. If the student-athlete's grievance is not resolved satisfactorily with the Head Coach in step (3), the student-athlete may then request a meeting

with the Sport Administrator for the student-athlete's team to make a further effort to resolve the grievance informally.

- v. If the student-athlete's grievance is satisfactorily resolved in step (3) or step (4) of the informal process, a written statement of the disputed issues, along with the settlement agreed upon, should be prepared jointly and signed by the student-athlete and the person from the Athletics Department with whom the settlement was reached. This written statement should then be filed with the Athletics Director and retained.

#### **b. Formal Appeal Process within the Athletics Department**

- i. If no satisfactory agreement is reached through steps (3) and (4) of the Informal Process, the student-athlete may then submit a written appeal to the Athletics Director. The written appeal should accurately summarize the facts of the dispute and indicate the relief sought by the student-athlete. After appropriate review, the Athletics Director should make a decision on the appeal and notify the student-athlete of the decision within seven (7) working days.
- ii. If the Athletics Director resolves the dispute to the satisfaction of the student-athlete, the terms of the settlement should be stated in a letter sent to both the student-athlete and the person in the Athletics Department against whom the grievance was initiated. A copy of this settlement letter should be kept in Athletics Director's files.
- iii. If no satisfactory agreement is reached with the Athletics Director, the student-athlete may request a hearing before the Review Panel of the PCA. A request for such a hearing shall be submitted in writing to the Chair of the PCA within seven (7) days after receiving the decision from the Director of Athletics. When notified of a request for a hearing, the Chair of the PCA should proceed to implement the PCA appeal procedures for Review of Student-Athlete Grievances with all deliberate speed.

### **2. PCA Appeal Procedures for Hearings on Student-Athlete Grievances**

**Scope.** These procedures apply to any grievance initiated by a student-athlete regarding action taken by the Department of Athletics relating to the student-athlete's athletic status or financial aid, provided that all alternative means for resolving the dispute specified above have been exhausted.

**Waivers.** By initiating an appeal under these procedures, the student-athlete shall be deemed to have waived his or her rights under the Family Educational Rights and Privacy Act (20 USC 1232g) with respect to any persons present for whatever purpose during the course of any proceedings hereunder. If the student-athlete puts at issue his or her mental or physical health, the student-athlete shall be deemed to have waived any privilege for any communication made in professional confidence as provided in Iowa Code Section 622.10.

**Hearing Panel Composition.** Hearings shall take place before panels composed as follows:

Hearing before PCA. A panel of PCA members shall hear all cases concerning student-athletes except those described in this section, and subject to the provisions of this section. The PCA panel shall consist of the Chair of the PCA, the Big Ten Faculty Athletics Representative(s), and the chairs of the standing subcommittees of the PCA. The Chair of the PCA shall serve as the Presiding Officer in any hearing before a panel of the PCA. At his or her option, the Chair may appoint from among the remaining PCA members substitutes for the above-listed panel members, when an incumbent is unavailable.

Hearing before Committee. The Financial Aid Non- Renewal Committee (the “Committee”) shall hear all cases concerning any reduction or cancellation of financial aid during a period of award or concerning the non-renewal or reduction of a student-athlete’s financial aid for the ensuing year. The Director of Financial Aid shall appoint the Committee. Each of the following units may have one representative member on the Committee: Office of the Dean of Students; Office of the Registrar; Student Financial Aid University Charter Committee. The Director of Financial Aid shall appoint the Committee Chair, who shall serve as Presiding Officer in any hearing before the Committee.

Joint Hearings. If, in the judgment of the Director of Financial Aid, the Denial of Relief requested by a student-athlete has potential financial aid implications, a joint hearing shall be held before two panels: the Committee shall adjudicate the financial aid issue(s), and a panel of the PCA shall adjudicate all other issues. The Committee Chair and the Chair of the PCA shall preside over the hearing, making procedural determinations jointly. Any evidentiary determinations affecting the merits of the case before either panel shall be made by the Presiding Officer of the panel adjudicating the issue in question.

**Rights before Hearing.** The student-athlete bringing the complaint is granted the following rights before the hearing:

1. To be advised of the hearing procedures; and
2. To review copies of any documentary or other physical evidence expected to be presented in opposition to the student-athlete’s position, provided that the student- athlete has requested such materials at least two university business days before the hearing. Additional evidence may be admitted at the hearing at the discretion of the Presiding Officer, provided that the other party has an opportunity to review and respond to the additional evidence. In that event, the parties shall exchange copies of the documents and physical evidence.

**Rights at Hearing.** The student-athlete bringing the complaint, like the university or any of its units, is granted the following rights at the hearing:

1. To present his or her position;
2. To present witnesses and evidence;

3. To cross-examine witnesses presenting evidence in opposition to the student-athlete, provided, however, that such cross-examination shall be limited to questions that are relevant, material, and not unduly repetitive, as determined by the Presiding Officer; and
4. To be represented by counsel or other advisor at the student-athlete's expense.

**Burden of Proof and Standard of Judgment.** In all cases under these Procedures, the University bears the burden of proving, by the preponderance of the evidence, that the action disputed by the student-athlete was justified.

**Hearing.** The Presiding Officer (see Section C (1)) shall open the hearing and answer any procedural questions posed.

**Persons Excluded.** The hearing shall be closed unless the student-athlete specifically requests, in writing, at least two university business days before the hearing, that it be open. If the student-athlete requests an open hearing, the Presiding Officer nevertheless may elect to close all or part of the hearing. The Presiding Officer also may elect to exclude non-parties who are to appear as witnesses.

**Recording.** The hearing shall be recorded by means to be determined by the Presiding Officer. Videotape, audio tape, and stenographic reporting all are satisfactory recording options. If a stenographic recording is made, the expense of transcription shall be borne by the party requesting it. Discussion regarding procedural matters need not be recorded.

**Opening Statements.** At the outset of the hearing, first the university, then the student-athlete, may present very brief statements to the hearing panel outlining their respective positions in order to crystallize the issues for the panel. These statements shall not be considered evidence.

**Evidence.** The university shall present its position first, calling witnesses and presenting evidence in accordance with these procedures. After the university has concluded, the student-athlete may present his or her position. Witnesses shall swear or affirm that they will testify truthfully before the panel(s). Formal rules of evidence shall not apply, although objections to evidentiary offers may be made and shall be noted in the record. At the discretion of the Presiding Officer, members of the panel(s) also may be permitted to question witnesses.

**Closing Arguments.** At the close of all the evidence, each party may present a very brief summary of its position to the panel(s). The student-athlete shall present his or her argument first, and the university, bearing the burden of proof, shall present its argument last. The Presiding Officer may cut off any argument on the basis of its undue length, repetition, or irrelevancy. These arguments shall not be considered evidence.

**Legal Advisor to the Panel.** The PCA panel or the Committee, at their option, may avail themselves of a legal advisor. That advisor should be a representative of the University's Office of the General Counsel. The legal advisor's role may include conducting the hearing and otherwise assisting the panel with any procedural matters that arise during the hearing, in deliberations, or in writing the panel's report. The legal advisor shall have no input whatsoever

to the substantive adjudication of any issues by the panel.

### **Decision and Report.**

Deliberation. The PCA panel or the Committee (see Section 3a) shall deliberate among themselves to reach a decision on the merits of the case. If the hearing took place before the PCA panel and the Committee, jointly, each panel shall deliberate only among its own members; no member of the PCA panel shall deliberate with any member of the Committee on any substantive matter.

Sequential Decisions in Joint Hearings. Pursuant to Paragraph 3(c), in some cases where the PCA panel and the Committee conduct hearings jointly, the decision of the PCA panel on non-financial aid matters might render moot the decision of the Committee on financial aid matters. In those cases, the PCA panel shall issue its decision first, before the Committee renders its decision.

Majority Needed. Decisions by either the PCA panel or the Committee shall be based on the majority of the panel hearing the case. In the event an even number of persons served on a panel, the Presiding Officer of that panel shall deliberate with the panel, but shall not vote, thereby allowing the remaining panel members to reach a majority decision. Decisions shall be based on the kind of evidence on which reasonably prudent persons rely in the conduct of their serious affairs.

Report of Decision. The panel hearing the case shall present its decision in a written report. The report shall state briefly the majority's findings of fact and conclusions drawn from those facts. The minority view, if any, may be presented at the option of the panel hearing the case. Copies of the report shall be sent to the student-athlete, the Director of Athletics, the office of the General Counsel, the Director of Financial Aid, the President or his/her designee in any case before the Committee, the Presiding Officer of the other panel in any case in which a joint hearing was held, and to other appropriate university officers.

**President's Review.** The student-athlete may appeal to the President the decision of the PCA panel or the Committee.

Request for Appeal. To appeal, the student-athlete must send a written request with supporting materials (if desired) to the President's office within five (5) university business days following receipt of the written notification of decision.

Standard for Review. To overturn the decision of the hearing panel, the President must find that the decision is not supported by a preponderance of the evidence, or is clearly inconsistent with university or other governing policy.

President's Decision. The President or the President's designee shall render a decision within 30 calendar days of the receipt of the request for appeal, and that decision shall constitute final agency action. The President's (or designee's) decision shall be

transmitted to the student-athlete, the General Counsel, the Director of Athletics, the Director of Financial Aid in any case before the Committee, and to other appropriate university officers.

**[REVISION APPROVED BY PCA, MAY 1, 2014; Approved by President May 5, 2014]**

## **Appendix F. Guiding Principles for Iowa Student-Athletes in Their Use of Social Media Sites**

### **Social Media Sites:**

Social media sites (such as Facebook, Instagram, Pinterest, Tumblr, Twitter, Vine, and similar sites and blogs) enable individuals to interact with an expansive universe of new people and to connect with friends and family. Postings by student-athletes of personal profiles and comments in chat rooms and blogs are in the public domain, however, and are easily accessible by anyone including reporters, parents, coaches, recruits, fans, groupies, predators, potential employers, and graduate school admissions officials. Even after it has been deleted, information once posted on a social media site can often be retrieved.

### **Athletics Department Policy:**

Participation in intercollegiate athletics at the University of Iowa is a privilege that imposes certain obligations on student-athletes, including the responsibility of being a positive representative of the university to the public. Student-athletes, therefore, are expected to conduct themselves at all times with honesty, dignity, and good sportsmanship. The Athletics Department believes in protecting the rights of student-athletes to freedom of speech, association, and privacy, including their right to participate in social media. Neither coaches nor team rules may require student-athletes preemptively to disclose private social media information to anyone. Student-athletes, however, agree to team rules that may authorize a coach to impose temporary social media restrictions to address specific concerns related to the observance of these guiding principles. The Athletics Department does not intend to monitor student-athletes' social media sites on a systematic basis, but Athletics Department administrators may periodically conduct random checks of student-athletes' social media sites. Student-athletes are expected to monitor their own social media sites and post only information and images that conform to these guiding principles and appropriately represent themselves and the university to the public.

The Athletics Department reserves the right, under the Student-Athlete Code of Conduct (Category II Misconduct) to investigate and take action against any student-athlete who is posting material on a social media site that violates, or appears to violate, NCAA, university, or Athletics Department rules. Postings that violate these guiding principles are posts consisting of information, images or language that inappropriately represent the student-athlete or the university to the public, including, but not limited to, partial or total nudity, sexual misconduct, underage alcohol consumption, use of illegal drugs or controlled substances, hazing activities, tobacco use, and obscene gestures.

### **Recommended Actions:**

It is recommended that student-athletes immediately review and then regularly monitor any social media sites on which they may have posted material to ensure that the postings are consistent with NCAA, university, and Athletics Department rules, and that they present the student-athlete in the way he/she wants to be portrayed. To better achieve the purposes of these guiding principles, student-athletes are also encouraged to monitor the social media sites of their



teammates.

For reasons of safety and privacy, it is recommended that student-athletes refrain from posting on social media sites, and if posted, promptly remove any personally identifiable information, such as telephone number, address, class schedule, and places frequented. Student-athletes should regularly check tagged photos and monitor electronic photo albums, social media sites and blogs to avoid posted photos or messages that would be considered inappropriate.

Student-athletes should be cautious in joining groups on social media to be sure they want to be publicly associated with each specific group. Student-athletes should particularly refrain from creating or joining a group that is obviously inappropriate for student-athletes or is malicious. Student-athletes should also understand that once they become a group member, they are linked to the online discussion that takes place within that group, and only the group's administrator will be able to delete them from the group membership or remove postings made to the group site.

Student-athletes should alert the Student-Athlete Academic Services office if they discover the existence of any social media site created by others that falsely appears to be their site. The creation of such bogus sites may constitute identity theft, and the university will assist in their efforts to have the offensive sites removed.

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By my signature below, I hereby affirm that I have read and understand the University of Iowa Athletics Department's "Guiding Principles for Iowa Student-Athletes in their Use of Social Media Sites."

Furthermore, I understand that failure to abide by these guiding principles by posting materials on social media sites that violate Athletics Department policy may result in sanctions under Category II Misconduct, as outlined in the Student-Athlete Code of Conduct.

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Signature

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Date

**[Approved by PCA, May 1, 2014; Approved by President, May 5, 2014]**

## **Appendix G. Transfer Policy**

It is the goal of the Athletics Department that every Iowa student-athlete graduates as a Hawkeye. A small number of student-athletes, however, may decide it is in their best personal interest to transfer to another institution. When a student-athlete contemplates transferring, important restrictions and procedures come into play. The most important of these is NCAA Bylaw 13.1.1.3 which prohibits a student-athlete already enrolled at an institution from making contact with a coach or other athletics officials at another institution unless written permission for such a contact has been granted by the student-athlete's home institution. If a student-athlete's request for permission to contact other institutions is granted, the Associate Director of Athletics for Compliance will promptly prepare and mail official notification to the institutions the student-athlete wishes to contact.

Requests for permission to contact coaches at other institutions to explore the possibility of transfer must be made to the Athletics Department no later than April 1 of the current academic year. The Athletics Department must act on the request and inform the student-athlete of the decision within seven business days. At the time of making the transfer request, the student-athlete must also submit a written statement acknowledging the understanding that he or she may have to relinquish the athletic scholarship back to the sport no later than May 1. If the student-athlete granted permission to contact other coaches is in good standing with the Athletics Department, the athletic scholarship will be retained by the student-athlete until he or she confirms to the Athletics Department a final decision about transferring, or until May 1—whichever occurs first. If the student-athlete has made no transfer decision by May 1, his or her athletic scholarship is automatically withdrawn.

If a request for permission to contact coaches at another institution is not acted upon by the Athletics Department within seven business days, the request will be deemed granted by default. If the request is denied, the Athletics Department must promptly send the student-athlete a written notice informing him or her of the opportunity to have a hearing under the Student-Athlete Grievance Process to dispute the denial. If a hearing is requested, the Athletics Department must conduct a hearing in a timely manner and provide a written decision to the student-athlete within 15 business days following the hearing. If this deadline is not met, the transfer request is deemed granted by default.

Transfer requests will be entertained on a case-by-case basis. Records of transfer requests and subsequent actions on them will be maintained by the Director of Athletics and the Associate Athletics Director for Compliance.

[REVISED BY PCA, MAY 12, 2011]

## **Appendix H. Student-Athlete Code of Conduct**

### **I. Introduction**

This Student-Athlete Code of Conduct is designed to alert you, the student-athlete, to the behavior expected of you and to the potential consequences that your behavior may have on your status as a student-athlete.

All student-athletes are members of the University of Iowa's student body. You are a student first, and your participation in intercollegiate athletics derives from your status as a student. Accordingly, all University policies governing student conduct apply to you.

In addition, your participation in the university's Intercollegiate Athletics program is governed by policies and procedures put into effect by the National Collegiate Athletic Association (NCAA); the Big Ten Conference (Big Ten), and the Board of Regents, State of Iowa. Your participation in the university's Intercollegiate Athletics program is also governed by all University of Iowa's Department of Athletics' rules and procedures as set forth in the Student-Athlete Handbook, including the Department of Athletics' Substance Abuse Education and Reporting Policy Recruiting, and Guidelines for Prospective Student-Athletes and their Student Hosts.

The Department of Athletics may take action under this Code of Conduct regarding your participation in the university's Intercollegiate Athletics program and also regarding the awarding, renewal, and modification of a scholarship that you may now have. This Code of Conduct is intended to complement, not replace, conduct rules that your sport team has adopted, including consequences for violating those sport team rules.

### **II. Policies on Misconduct for University of Iowa Student-Athletes**

There are two types of Misconduct that may affect your ability to fully participate in the university's Intercollegiate Athletics program: "Category I Misconduct" and "Category II Misconduct."

#### **A. Category I Misconduct**

Any of the following acts by a student-athlete is Category I Misconduct:

- Violation of a criminal law that is classified as a felony by the State of Iowa;
- Violation of a term of probation or other condition imposed by a court in a criminal proceeding; or
- Serious violation of a term of probation or other condition imposed by a university official or the Department of Athletics administrator.

A student-athlete is determined to have committed Category I Misconduct when:

- The student-athlete is convicted of, does not contest (e.g., a guilty or *nolo*

*contendere* plea), or receives a deferred judgment for a crime that is classified as a felony by the State of Iowa; or

- The student-athlete is found by a court to have violated a court-imposed term of probation or other condition; or
- The student-athlete is found by the Director of Athletics, in consultation with the Faculty Athletics Representative (FAR), to have violated a term of probation or other condition imposed by the Department of Athletics or a University official, and the conduct underlying the violation of probation or condition represents a substantial lack of compliance with the Student-Athlete Code of Conduct.

1. **Preliminary Action:** The Director of Athletics, at his or her discretion, may take preliminary action to temporarily suspend a student-athlete from participation in practice or competition and/or access to Athletics Department services when the Director of Athletics has verified that felony criminal charges have been filed against a student-athlete or when there is specific and credible information (e.g., arrest records, statements of law enforcement officers, university records, third-party or witness statements, or acknowledgement by the student-athlete) for reasonably believing that a student-athlete may have committed Category I Misconduct.
2. **Sanctions for Category I Misconduct:** The Director of Athletics, in consultation with the FAR and appropriate university officials, will determine from specific and credible information whether there is a reasonable basis for concluding that the student-athlete has committed Category I Misconduct. Thereafter, the Director of Athletics shall suspend the student-athlete from participation in practice, competition, and/or from receiving services provided by the Department of Athletics.
3. **Termination of Scholarship Benefits:** The Director of Athletics may pursue revocation or modification of athletically related financial aid, such as a scholarship, as a consequence of any and all Category I Misconduct. Any action to revoke or modify athletically related financial aid will be in accordance with NCAA procedures and university procedures as outlined in the Student-Athlete Handbook.

## **B. Category II Misconduct**

Any of the following acts by a student-athlete is Category II Misconduct:

- Violation of a criminal law that is not classified as a felony by the State of Iowa, including laws pertaining to alcohol (e.g., Operating While Intoxicated –OWI; Possessing Alcohol Under the Legal Age - PAULA);
- Violation of a term of probation imposed by a university official or Department of Athletics administrator that does not constitute Category I Misconduct;

- Violation of a Department of Athletics policy; or
- Violation of university policies, rules, and/or regulations, including:
  - The University of Iowa's Code of Student Life;
  - Academic dishonesty in violation of university, college, school, or Department standards;
  - Violation of any university student conduct regulation; or
- Willfully giving false and malicious information to a university official. A student-athlete is determined to have committed Category II Misconduct when:
  - The student-athlete is convicted of, does not contest (e.g., a guilty or *nolo contendere* plea) or receives deferred judgment for a crime that is not a felony;
  - The student-athlete is found by a court to have violated a term of court-imposed probation or other condition and the conduct underlying the violation of probation or other condition does not constitute Category I Misconduct;
  - The student-athlete is determined by the Director of Athletics to have violated a Department of Athletics policy or a term of probation or other condition imposed by the Department of Athletics and the conduct underlying the violation of probation or other condition does not constitute Category I Misconduct; or
  - A university official or hearing body has determined, in accordance with its official procedures, that the student-athlete has violated a university or college policy, rule, and/ or regulation.

1. **Sanctions for Category II Misconduct:** The Director of Athletics will determine from specific and credible information that there is a reasonable basis for concluding that the student-athlete has committed Category II Misconduct. The Director of Athletics shall determine the appropriate sanction after consulting with the student-athlete's Head Coach and assigned Sport Administrator. The Director of Athletics may also consult with the FAR and appropriate university officials for recommendations regarding the appropriate sanction(s).

Sanctions for Category II Misconduct may include, but are not limited to: warning, reprimand, probation with or without conditions, requirements for restitution, conditions to encourage personal rehabilitation (e.g., counseling and community service), conditions related to satisfactory academic performance, suspension from practice, suspension from competition, and/or suspension from access to Athletics Department services.

### III. Notice

If the university has a reasonable belief that a student-athlete committed misconduct (Category

I or Category II) that is sufficiently serious to warrant a suspension of 10 days or more, the Director of Athletics shall take the following action before making a determination that the student-athlete indeed has committed the Misconduct in question:

- (i) notify the student-athlete and university officials of the specific charge(s) of Misconduct and substantiation concerning the charges; and (ii) provide an opportunity for a meeting at which the student-athlete may explain the circumstances, orally or by submission of a written statement.

The Director of Athletics shall notify the student-athlete and appropriate university officials, in writing, of any decision to impose sanctions based on misconduct under this Code of Conduct. If a sanction is imposed, the written notice shall include a complete description of the appeal procedures available to the affected student-athlete.

#### **IV. Appeal**

A student-athlete may appeal any sanction that suspends participation in practice, competition, and/or services provided by the Department of Athletics pursuant to the grievance process provided in the Student-Athlete Handbook. A student-athlete may also appeal a revocation or modification of athletically related financial aid in accordance with NCAA procedures and university procedures as outlined in the Student-Athlete Handbook. In addition, other appeal processes may be used by a student-athlete in accordance with applicable university policies.

As set forth by the Student-Athlete Handbook, a student-athlete may not contest on appeal:

- Any underlying determination of responsibility rendered by a court or other civil authority; or
- Any underlying determination of responsibility rendered by a university official or hearing body in accordance with official procedures.

If there is a substantial change in circumstances affecting a student-athlete who has been suspended from participation in practice, competition, and/or services provided by the Department of Athletics, the student-athlete may petition the Director of Athletics to review the changed circumstances. The student-athlete may submit a written statement in support of the request. Thereafter, the Director of Athletics shall consult with the FAR and other appropriate university officials on whether the suspension should be modified. If circumstances warrant a change in a suspension, a student-athlete may be reinstated by the Director of Athletics to resume participation in practice, competition, and/or services provided by the Department of Athletics. Dismissal or reduction of a criminal charge is a change of circumstance that may or may not justify revision of a suspension from participation in practice, competition, and/or services provided by the Department of Athletics.

#### **V. Dismissal**

The student-athlete may be dismissed from all elements of participation in intercollegiate athletics when the Director of Athletics, in consultation with the Coach, the FAR, the Chair of

the Presidential Committee on Athletics, and other appropriate university officials, determines that either the severity or the frequency of the misconduct necessitates the dismissal. A student-athlete who has been dismissed from participation in practice, competition, and/or services provided by the Department of Athletics shall be provided the opportunity to appeal the decision consistent with the grievance process explained in the Student-Athlete Handbook.

## **VI. Records and Privacy**

Records of misconduct and actions taken will be maintained in your education record within the office of the Deputy Director of Athletics. These records are subject to state and federal privacy protection as well as university policies regarding confidentiality.

Notification to the public regarding your eligibility for intercollegiate competition shall be limited to your name and eligibility status, public information, and information that is not part of your education record subject to the privacy protections noted above.

## **VII. Review of Policy**

This Code of Conduct will be reviewed within three years after the latest revisions are implemented and revised as appropriate. This policy is subject to review at any other time deemed necessary by the President, the Presidential Committee on Athletics, the Director of Athletics, or the General Counsel.

**[REVISED BY PCA, MAY 7, 2008; REVIEWED BY SAW, May 12, 2014, NO CHANGES PROPOSED]**

## **Appendix I. Statement of Student-Athletes' Rights and Responsibilities**

### **Preamble**

Athletic participation in intercollegiate sports is a longstanding and valued component of the student experience at the University of Iowa. Participation in such programs by student-athletes is governed by many policies, rules and procedures, such as those from the NCAA, the Big Ten Conference and the Iowa Athletics Department. Beyond conforming to those policies, rules and procedures, however, the University expects student-athletes personally to demonstrate the core values that underlie them in their day-to-day lives.

This Statement of Rights and Responsibilities assures student-athletes that the University recognizes that their primary objective is to undertake and complete a first-rate college education. It also reminds athletic participants of the University's expectations for excellence in the classroom, ethical sporting conduct on the playing field, and exemplary personal behavior. The Statement supplements, but does not replace team rules, and it does not alter the consequences for violating those team rules. The Statement also supplements the Athletics Department policies, rules and procedures set forth in the Student- Athlete Handbook.

### **Rights of Student-athletes at the University of Iowa**

As a student-athlete you enjoy all of the rights accorded any other university student. Your teammates, coaches, and Department of Athletics officials are expected to respect your rights as a student-athlete. In particular:

Your academic endeavors will be respected and supported. You will receive reasonable and appropriate academic accommodations to meet your competition and training schedules. You will be provided with academic support as needed to help you reach your full potential as a student and to earn your degree.

Your practice and training time are limited in accordance with relevant NCAA rules, particularly the 20-Hour Rule. You may voluntarily elect to undertake additional practice or training sessions or participate in other activities that are not directly team related. No one, however, has the authority to require you to perform extra practices, training or other team activities in violation of the NCAA rules or Department of Athletics policies.

If you suffer an athletically-related injury, you will receive medical treatment from a team physician and professional assistance from the training staff. If you become ill or suffer from a medical condition that is not athletically related, subject to insurance coverage, you may receive medications and rehabilitation to help you recover your health.

You should expect respectful treatment from your coaches at all times during your athletic career. Coaches must clearly communicate their expectations to you; coaches should maintain



open communication that enables you to communicate your concerns effectively to them; and coaches must avoid verbal communication or physical contact that is disrespectful, demeaning, or harmful.

You will compete in an environment that is free from social coercion, and that respects racial, ethnic, cultural, gender identity, sexual orientation, and religious differences. Your playing time will not depend on your participating in any social, religious, or other extraneous activity unrelated to your academic work and athletic performance.

You should expect fair and even-handed treatment from your coaches and officials in the Department of Athletics; and you will be accorded due process in disciplinary matters.

You should report violations of NCAA rules and Department of Athletics policies to appropriate officials without fear of retaliation against you by any person.

If you believe that one of your rights described above have been violated, you should take your concern to an appropriate person or group. For example:

If you have a concern with your team, you are encouraged to first talk with your Coach.

If your concern or issue cannot be resolved with your Coach, you should contact your assigned Sport Administrator.

If you have made an initial attempt to talk with both your Coach and your Sport Administrator and your concern is still unresolved, you may speak with one or more of the following individuals and/or departments for assistance:

- a Faculty Athletics Representative
- Senior Woman Athletics Administrator
- Associate Athletics Director for Student-athlete Academic Services
- Dean of Students Office
- Athletic Compliance Office
- Deputy Director of Athletics
- Office of Equal Opportunity and Diversity
- University Ombudsperson

Of the resources listed above, the University Ombudsperson is the only confidential resource. You may appeal to the Presidential Committee on Athletics (PCA), then to the University President through grievance procedures available to you in the Student-athlete Handbook. You may involve your parents or legal guardians and/or the legal representative of your choice in any of these conversations, if that is your preference.

### **Responsibilities of Student-athletes**

Your participation in intercollegiate sports is a privilege that carries many responsibilities, and high expectations concerning your academic commitment, your athletic performance and your personal behavior. These include the following:

You are first and foremost a university student. This means you are expected to study for and attend all classes (unless excused), turn in assignments on time, prepare thoroughly for examinations, and commit yourself to achieving academic success by earning your degree.

You represent the University in whatever you do and are expected to conduct yourself in a lawful and responsible manner at all times.

You are expected to be a responsible member of your team. This means maintaining a healthy lifestyle, attending all practices and training sessions, unless excused, and working conscientiously to perform in your sport to the very best of your athletic ability.

You are expected by your coaches and teammates to improve your athletic skills and to achieve and maintain the high level of mental and physical conditioning in your sport necessary for you to compete successfully at the Big Ten championship level.

You are expected to be respectful toward your team members, coaches, Department of Athletics' staff, and other members of the University community, officials, spectators, and the public generally.

You are expected to exhibit ethical sporting conduct at all times towards team members, competitors, coaches, officials, and spectators.

You are expected to obey all university, collegiate, departmental rules, regulations and standards of conduct, and to follow Department of Athletics policies and team rules.

You are expected to strictly obey rules governing alcohol and drug use, including substances covered by the Substance Abuse Education and Testing Program.

You must not engage in hazing, assault, physical or psychological intimidation of others, or retaliate against persons who report such misconduct.

You must not engage in sexual misconduct, as defined by University of Iowa's Code of Student Life and the University of Iowa's Operations Manual.

You are expected to follow the Social Networking Guidelines set forth in the Department of Athletics Social Networking Policy.

**PLEASE REVIEW YOUR STUDENT-ATHLETE HANDBOOK OR THE ATHLETICS DEPARTMENT WEB SITE FOR MORE DETAILED EXPLANATIONS OF THESE RIGHTS AND RESPONSIBILITIES.**

[Adopted by PCA, May 5, 2011; Approved by President, June 1, 2011]  
Revisions approved: 1/4/16, 5/5/10, 12/1/16

## **Appendix J. PCA Pregnancy and Parenting Policy**

The University of Iowa athletics department is committed to the personal health and development of all our members, and to the educational mission of our school. We strive to provide an environment that respects all pregnancy and parenting decisions and we urge all participants to work productively toward degree completion. This Policy sets forth the protections that should be provided for pregnant and parenting students, including those with pregnancy related conditions. It also prohibits retaliation against any student or employee who complains about issues related to the enforcement of this Pregnancy Policy. The university seeks to protect every student-athlete's physical and psychological health, and their ability to complete their education.

### **Federal and state laws**

Title IX of the Education Amendments of 1972 bars discrimination on the basis of sex, which includes the guarantee of equal educational opportunity to pregnant and parenting students.<sup>1</sup> This means that our student-athletes may not be discriminated against because of their parental or marital status, pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom.<sup>2</sup> In addition, a student's medical information may be protected by other federal laws.<sup>3</sup> Some actions that may be permissible under NCAA rules are impermissible under federal law, and our institution adheres to federal law.

In addition, Iowa Code Section 216.94 prevents unfair or discriminatory practices in education, prohibits sex discrimination, and prohibits discrimination on the basis of parent or family status, and pregnancy-related discrimination. Iowa Code Section 22.7 (1) protects student records from disclosure as public records. A student's medical information may also be protected by other state laws.

### **In order to comply with the law:**

- Our athletics department will only require a pregnant or parenting student-athlete's team physician to certify fitness as a condition for participating in athletics when such certification is required of student-athletes who experience other temporary disabilities.
- Our athletics department will allow a pregnant or parenting student-athlete to participate on the team in a full or limited manner, including all team-related activities, unless the student-athlete's team physician certifies that participation is not medically safe.
- Medically necessary absences from team activities due to pregnancy shall be considered excused absences.
- No coach or other athletics department personnel shall suggest to any student-athlete that his or her continued participation on a team will be affected in any way by pregnancy or parental status.
- Our athletics department will not allow a hostile or intimidating environment on the basis of pregnancy or parental status to exist. Acts or statements that are hostile toward pregnancy or parenting, or that shun or shame the student-athlete because s/he is pregnant or parenting, will not be tolerated. Such conduct prevents an individual from effectively participating in, or denies a person the benefits of, the educational opportunities provided by this institution.

- Our athletics department will not terminate or reduce a student-athlete's athletics aid because of the student-athlete's pregnancy or parental status during the term of the scholarship award.
- Students may take a medical pregnancy leave from the team, and at the end of that leave they will be reinstated to the team if they choose to be reinstated.
- Our athletics department will renew a pregnant, formerly pregnant, or parenting student-athlete's award, so long as the student-athlete is in good standing academically, remains engaged with our athletics department, and meets NCAA eligibility standards. Returning students may be evaluated in the same manner as any other team member.
- Our athletics department will not permit the use of any written or oral contract that prohibits a student-athlete from becoming pregnant or from becoming a parent as a condition of receiving an athletics award.
- The University of Iowa athletics department's medical coverage policy for student-athletes shall apply to pregnant or parenting student-athletes as it applies to all student-athletes. The policy can be found at <http://medforms.hawkeyesports.com/faq-page>
- Our pregnant and formerly pregnant students who wish to continue to participate in athletics are entitled to assistance and rehabilitation on the same basis as such assistance is provided to student-athletes with other temporary disabilities.

**In order to assist our student-athletes:**

- If the student-athlete so desires, our athletics department will help the pregnant or parenting student-athlete plan for his or her continued academic progress, in accord with the university's educational mission.
- If the student-athlete so desires, our athletics department will help the student-athlete return to sport after pregnancy and during parenting.
- Our athletics department will publish this Policy in a publicly-available Student-Athlete Handbook, make this Policy available to student-athletes and their families online, and provide specific education on this Policy for all student-athletes and their families.

**Reporting**

- Our athletics department will not require any student-athlete to disclose pregnancy or parenting status. Our department will work to create an environment that encourages the student-athlete to voluntarily disclose her pregnancy and his or her parenting status, in order for our institution to provide support for physical and mental health with professional health care.
- No athletics department personnel will publicly release personally identifiable health information about pregnancy without written, timely authorization from the student-athlete in the form of a release specific to pregnancy.
- When a student-athlete reveals her pregnancy or parenting status to athletics personnel, they should direct the student-athlete to this Policy. They should reiterate the department's

protection of the student-athlete's team membership status and financial aid. Athletics personnel should refer the student-athlete to the team physician, to the student-athlete's personal physician, or to a university-designated representative trained in providing information about pregnancy and parenting support options.

- Athletics personnel who suspect that a student-athlete is pregnant should encourage the student-athlete to consult with the team physician and/or may report their concerns to the team physician.
- Teammates of pregnant student-athletes may report their concerns to the team physician.

### **Enforcement and Non-Retaliation**

- Consistent with the university's policies on Human Rights<sup>7</sup>, Sexual Harassment<sup>8</sup>, and Anti-Harassment<sup>9</sup>, harassment or discrimination on the basis of pregnancy and/or sex is prohibited. Furthermore, the university's Anti-Retaliation Policy<sup>10</sup> protects university members from retaliation. Under the university's policy, retaliation is defined as any materially adverse action or credible threat of a materially adverse action by the University, or member thereof, taken against any faculty member, staff member, or student for having made a good-faith report of university-related misconduct, or taken to deter such a report in the future, or taken against another covered individual because of a close association with someone who has made or may make such a report. The university will make every reasonable effort to stop retaliation immediately, to conduct a complete and thorough investigation of alleged acts of retaliation in a timely manner, and to sanction the perpetrators of retaliation as appropriate.
- Any member of the athletics department who becomes aware of conduct that violates this policy must report the conduct to an appropriate official, such as the Athletics Director, the General Counsel's office, the Title IX Coordinator<sup>11</sup> the Faculty Athletics Representative, or the Office of Equal Opportunity and Diversity<sup>12</sup>. The athletics department and university will make every effort to maintain confidentiality.
- This policy will be reviewed at least every other year—more often if deemed necessary.

### **Footnotes**

1. 20 U.S.C. § 1681-1688; 34 C.F.R. § 106.40 Marital or Parental Status; §106.37, Financial assistance; § 106.21, Admission and Recruiting; § 106.57, Employment.  
Available at: <http://www.ed.gov/policy/rights/reg/ocr/edlite-34cfr106.html>
2. Throughout this Policy, the terms “pregnant” and “pregnancy” encompass pregnancy-related conditions, as listed in the sentence above.
3. Health Insurance Portability and Accountability Act of 1996 (HIPAA), Public Law 104-191; Family Educational Rights and Privacy Act of 1974, (FERPA) 20 U.S.C. § 1232g (2000); Protection of Pupil Rights Amendment, (PPRA), 20 U.S.C. § 1232h (2000).
4. Iowa Code Section 216.9 (Unfair or Discriminatory Practices—Education), retrieved from <https://coolice.legis.iowa.gov/Cool->

[ICE/default.asp?category=billinfo&service=IowaCode&input=216.9](http://coolice.legis.iowa.gov/cool-ice/default.asp?category=billinfo&service=IowaCode&input=216.9)

5. Iowa Code Section 22.7 (1), (Confidential Records), retrieved from <http://coolice.legis.iowa.gov/cool-ice/default.asp?category=billinfo&service=iowacode&input=22.7>
6. Iowa Code Section 22.7 (2), (Confidential Records), retrieved from <http://coolice.legis.iowa.gov/cool-ice/default.asp?category=billinfo&service=iowacode&input=22.7>
7. UI Policy on Human Rights, see <http://opsmanual.uiowa.edu/community-policies/human-rights>
8. UI Sexual Harassment Policy, see <http://opsmanual.uiowa.edu/community-policies/sexual-harassment>
9. UI Anti-Harassment Policy, see <http://opsmanual.uiowa.edu/community-policies/anti-harassment>
10. UI Anti-Retaliation Policy, see <http://opsmanual.uiowa.edu/community-policies/anti-retaliation>
11. Title IX Coordinator, see <http://diversity.uiowa.edu/policies/title-ix> for the name and contact information for the university's Title IX Coordinator and/or Deputy Title IX Coordinators.
12. Office of Equal Opportunity and Diversity, see <http://diversity.uiowa.edu/office/equal-opportunity-and-diversity>

**List of resources:**

Student-athletes desiring counseling are encouraged to contact any of the following resources:

University Counseling Service:	319-335-7294
Planned Parenthood:	877-811-7526
Women's Resource & Action Center (WRAC):	319-335-1486
Emma Goldman Clinic:	319-337-2111

**[Recommended by SAW, Adopted by PCA, and approved by the President in 2008; revisions proposed by Health Advisory Committee, Sept. 2013, reviewed by SAW Sept. 8, 2014. Revised May 2016]**

## **Appendix K. Online Courses**

It is the policy of the PCA that student-athletes may enroll in no more than one online course per semester. Any student-athlete who wishes to take an online course toward meeting requirements for athletic eligibility must submit a written appeal to the Associate Director for Student-Athlete Academic Services prior to enrolling in an online course. Only online courses offered by the UI may be used by student-athletes toward meeting progress toward degree requirements for athletics eligibility. Exceptions to this policy must be approved by the Associate Director for Student-Athlete Academic Services in consultation with the Faculty Athletics Representative and the Chair of the Academic Achievement Subcommittee of the PCA.

[APPROVED BY PCA, MAY 7, 2015]