Welcome back! This newsletter contains a few pertinent compliance tidbits to refresh your memory after summer break. Additionally, please review the article regarding Hazing and IUPUI’s policy. If you think you already know it all, test your knowledge on the pop quiz located on page 3.

Extra Benefits.
An extra benefit is essentially a good or service someone wants to give you at free or reduced cost because of your status as a student-athlete. If the good or service is not generally available to the public, then don’t take it!

- Examples:
  - Free admission to an event the general public has to pay for (e.g., Colts tickets, Justin Bieber concert).
  - Receiving free cover or VIP/club level access because of status as SA.
  - Academic misconduct (e.g., test banks, tutors writing papers for you).

Employment.
There are no limits on a student-athlete’s legitimate employment earnings. For employment to be considered legitimate you must:

- Register the job with the Compliance Office before you begin work.
- Be paid for work you actually perform.
- Be paid at the going rate.
- Be able to produce a pay stub.

Gambling.
If you put anything at risk (money, meals, etc.) in exchange for the opportunity to get a reward and the bet involves an NCAA sponsored sport, there is a violation.

- Examples: March Madness brackets, fantasy leagues, friendly wagers, online gaming, etc.
- Cannot bet on ANY sport sponsored by the NCAA at any level (amateur, professional, or recreational).
- Bets that do not have any entry fee and bets that do not involve NCAA sponsored sports (i.e., motor sports) are HIGHLY discouraged, but permissible.
Social Media.
The compliance office is not in the business of telling you who you can and cannot be friends with. That being said, student-athletes should not engage themselves in recruiting activity. For example, you can wish a prospect Happy Birthday, but you cannot encourage them to attend IUPUI.

As a SA, you cannot:
- Call, text, Facebook, or tweet at a prospect at the direction of a coach
- Provide comments to the media regarding a prospect
- Publicize the official visit of a PSA (i.e., tweet about it, post pictures on Instagram or Facebook).
- Publicize the verbal commitment of a PSA.

Drug Testing.
The NCAA holds each student-athlete responsible for what he or she puts in his or her body. ONLY YOU ARE LIABLE!
The list of banned substances can be found on the NCAA’s website or in your Student Athlete Handbook.

Countable Athletically Related Activity (CARA).
Any required activity with an athletics purpose, involving student-athletes at the direction of or supervised by any coaching staff member (including strength coaches).

- **In-Season Practice Hours:**
  - 4 hours per day
  - 20 off per week hours per week
  - 1 day (travel day can be your day off)
  - Cannot miss class for practice

- **Off-Season Practice Hours:**
  - 8 hours per week
  - 2 of the 8 hours can be skill instruction
  - 2 days off per week

### Academic Eligibility.
**Minimum Standards:**
- 12 credits hours= full time enrollment
- Must pass:
  - 24 semester hours prior to start of second year of enrollment.
  - 18 hours since beginning of previous fall term (can’t use hours earned during summer to fulfill this requirement.
  - 6 Degree Hours each semester (that apply to your degree plan).

- **Percentage of Degree:**
  - Goal is to complete degree in 5 years.
  - 40% after second year
  - 60% after third year
  - 80% after fourth year

- **GPA Requirements:**
  - Entering 2nd year: 90% of GPA required for graduation
  - Entering 3rd year: 95% of GPA required for graduation
  - Entering 4th year: 100% of GPA required for graduation

### Crash Course, continued from page 1
1. Coach Phelps is unhappy with the Swimming team’s performance at the last meet. To punish the team, he wants to have practice at 2:00am the following morning. Is this permissible?
   a. Yes- Coach knows best.
   b. No way.

2. It is the first game of the season and Polly Point-Guard comes off the bench in the 4th quarter of a blowout. Polly plays for 1 minute, does not record any statistics, and doesn’t play again for the rest of the season. Which of the following is correct concerning the use of a playing season:
   a. Polly has not used a season of competition because it was the first game of the season and she did not play again thereafter.
   b. Polly has used a season because she participated in a game.
   c. Polly has not used a season because she did not record any statistics.

3. In addition to being a student-athlete, Randy Runner is also working at Lids on Capitol Ave. Randy is making $65/hour and this amount is consistent with what other employees are making. Is Randy permitted to continue with this job?
   a. Yes.
   b. No.

4. You are hanging out downtown on Georgia Street before a Colts game. 97.1 Hank FM is broadcasting on location at the tailgate and approaches you to do a live spot. You get on the air and say “my name is Joey from the IUPUI Men’s Golf team and I listen to Hank FM and you should, too.” Is this permissible?
   a. Yes, because you were not paid.
   b. No, it is not permissible.

5. Women’s Volleyball student-athlete Misty May is in her fourth-year at IUPUI. Last semester she took and successfully completed 12-credit hours of course work. 8 of those 12 hours counted towards her optional minor in Olympic Sports. Has Misty satisfied her 6 semester hours of academic credit requirement?
   a. Yes- she just has to pass 6 semester hours in the previous semester to be eligible and she has passed 12.
   b. No- credit hours earned toward a voluntary minor do not satisfy credit-hour requirements after the third year.

Answers on page 6!
Hazing

The IUPUI Student-Athlete Handbook defines hazing as:

“Any conduct which subjects another person, whether physically, mentally, emotionally or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person’s consent or lack of consent.”

Recent studies have shown hazing is particularly rampant in college athletics. The University of Maine study found that approximately three out of four varsity student-athletes reported participating in at least one activity that met this definition of hazing. However, only 12% of those student-athletes thought the behavior was actually hazing.

This is because participants often view these dangerous or degrading activities as “tradition” or “a rite of passage” that everyone has to go through. Likewise, many believe that hazing is only an activity that an individual is forced to take part in. This is simply not true. Just because a fellow teammate consents to participate in a questionable activity doesn’t mean they want to participate. In fact, they may feel pressured or coerced to take part for fear of being ostracized by their teammates.

The NCAA identifies 3 categories of hazing. We have provided examples of each below.

**Subtle Hazing.**
Emphasize a power imbalance between new members and other members of the team. These activities often place new members on the receiving end of ridicule, embarrassment and/or humiliation.

Examples include:
- Deception
- Silence periods with implied threats for violation
- Deprivation of privileges granted to other members
- Requiring new members to perform duties not assigned other members
- Socially isolating new members
- Line-ups and drills/tests on meaningless information
- Name calling
- Identifying new members w/ demeaning names or titles

**Harassment Hazing.**
Behaviors that cause emotional anguish or physical discomfort required of those new team members joining the group.

Examples include:
- Verbal abuse
- Threats or implied threats
- Asking new members to wear embarrassing or humiliating attire
- Stunt or skit nights, with degrading, crude or humiliating acts
- Expecting new members to perform personal service to other members, such as carrying books, errands, cooking, cleaning, etc.
- Sleep deprivation
- Expecting new members to be deprived of maintaining a normal schedule of bodily cleanliness
- Expecting new members to harass others
Violent Hazing.
Behaviors that have the potential to, and frequently do, cause physical, emotional and/or psychological harm. Examples include:
- Forced or coerced alcohol or other drug consumption
- Beating, paddling, branding or other forms of assault
- Brandings
- Water intoxication
- Abductions/kidnaps
- Exposure to cold weather or extreme heat without appropriate protection

RECENT CASE OF HAZING IN THE NEWS
The New Mexico Women’s Soccer team cancelled its season opener against Texas Tech this fall due to hazing. New members participated in an “initiation event” involving binge drinking at several different houses and the freshmen were sprayed with liquid soap or window cleaner. Two of the girls were taken to the hospital because they were vomiting and had trouble breathing. Although no one was forced to drink, the peer pressure to do so required university officials to classify the event as hazing.

So what can you do?

1. Don’t turn a blind eye to hazing—just because its “tradition” doesn’t make it okay.
2. Recognize hazing behavior for what it is—don’t write it off as “just teasing.”
3. Talk to somebody—coach, teammates, team captain, or athletic administrators.

Team captains and upperclassmen have a special role in combating the hazing problem. As the individuals that organize most team functions, it is the upperclassmen’s job to spot and prevent potential issues. It is important for team leaders to take an active role in facilitating safety and make sure that teammates (especially underclassmen) do not feel pressured to take part in questionable activities (particularly underage drinking). Team leaders should focus on activities that build trust and cohesiveness. The NCAA suggests team leaders use the following questions to help think about issues of hazing when planning activities:

- Is this a team activity in which members are encouraged or expected to attend and in which minors are consuming alcohol?
- Will upperclassmen refuse to participate with the underclassmen (e.g. freshman v. upperclassmen competitions)?
- Does the activity risk emotional or physical abuse?
- Is there a risk of injury or a question of safety?
- Would you have any reservations describing the activity to your parents, coach, professor or university official?
- Would you object to the activity being photographed for the school newspaper or local television news?
Quiz Answers

1) **B.** CARA must not occur between the hours of midnight and 5am. Coach Phelps’ practice at 2a.m. would therefore be impermissible. (Bylaw 17.1.6.6.3)

2) **B.** Although Polly only played for one minute in one game, she has still used a season of competition. Any competition, regardless of time, during a season in an intercollegiate sport shall be counted as a season of competition in that sport. (Bylaw 14.2.3.1).

3) **Yes.** Randy may continue to work at Lids because he is being paid for work actually performed and at the going rate for his position. (Bylaw 12.4.1)

4) **No, not permissible.** A student-athlete is ineligible for competition if he permits the use of his name to promote the sale or use of a commercial product or service of any kind EVEN IF HE IS NOT PAID. (Bylaw 12.5.2.1)

5) **No.** Misty has not met her credit hour requirements. Credit hours earned or accepted toward a voluntary or optional minor may not be used to satisfy the credit-hour requirements after the first two years of enrollment even if the student-athlete must complete the requirements of the voluntary or optional minor to graduate. A student-athlete may use credits earned in a minor only if the minor is a required element for all students to obtain the original baccalaureate degree. (Bylaw 14.4.3.1.7.2)