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DIRECTOR LETTER COMING SOON

Julie Soriero
Director of Athletics/Department Head - DAPER
MASSACHUSETTS INSTITUTE OF TECHNOLOGY
Department of Athletics, Physical Education, and Recreation

SHARED PURPOSE STATEMENT

The shared purpose of the Department of Athletics, Physical Education and Recreation is to bring the MIT community together in educational activities that promote wellness, a diverse and inclusive environment, leadership, teamwork, and the pursuit of excellence through competition, physical activity and recreation.

DAPER CORE VALUES

DAPER is committed to the pursuit of **Excellence** in creating an environment that:

- Develops **Community** by embracing the uniqueness of each person, working cooperatively and providing courtesy, respect, and gratitude in all interactions.
- Provides **Education** that instills an appreciation for lifelong learning through the development of knowledge, skills, abilities, social and emotional growth, responsibility and sportsmanship.
- Inspires **Leadership** by demonstrating vision, knowledge, integrity, loyalty, pride, passion and service through the delivery of quality programs and opportunities.
- Promotes **Wellness** by fostering an environment that values and practices healthy lifestyles and encourages personal growth and enjoyment, through physical and social activities.

GENERAL INFORMATION

**Mailing Address:**
Massachusetts Institute of Technology
120 Vassar Street
Cambridge, MA 02139-7404

**Phone Numbers:**
Athletic Department Main Number: 617-253-4498
Athletic Department Fax: 617-258-7343
INSTITUTIONAL, CONFERENCE AND ASSOCIATION STATEMENTS

NONDISCRIMINATION AND HARASSMENT POLICY

The Massachusetts Institute of Technology is committed to the principle of equal opportunity in education and employment. The Institute does not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, ancestry or national or ethnic origin in the administration of its educational policies, admissions policies, employment policies, scholarship and loan programs and other Institute administered programs and activities, but may favor US citizens or residents in admissions and financial aid.

Harassment of any kind is not acceptable behavior at MIT; it is inconsistent with the commitment to excellence that characterizes MIT’s activities. MIT is committed to creating an environment in which every individual can work, study, and live without being harassed. Harassment may therefore lead to sanctions up to and including termination of employment or student status.

For access to the full Institute policy, please see the MIT Policies and Procedures, Section 7.1.1 and Section 9.5.

See Responsible and Ethical Conduct at MIT for more information on personal conduct, harassment, and retaliation.
NEWMAC STUDENT-ATHLETE SPORTSMANSHIP STATEMENT

The NEWMAC Student-Athlete Advisory Committee asks all participants and fans to support our shared goal of promoting positive sportsmanship and cultivating an enjoyable sporting environment. We ask that you do not make disparaging remarks or negatively single out anyone by name or number. We compete with honor and integrity and we take pride in these values. Thank you for respecting our hard work and dedication to the spirit of Division III and NEWMAC athletics.

PATRIOT LEAGUE SPORTSMANSHIP STATEMENT

The Patriot League was founded upon the principles of fairness, equality and excellence in academics as well as athletic participation. It strongly supports the NCAA’s core principle: promoting character development of participants and fundamental values such as respect, fairness, civility, honesty and responsibility. The Patriot League member institutions will ensure that their athletic programs promote and require the highest standards of sporting behavior and ethical conduct by all participants (student-athletes, coaches, staff and faculty). Additionally, the member institutions will require and demand the highest standards from all supporters (bands, cheerleaders, spirit groups, student bodies and spectators).
NCAA CORE VALUES

The Association – through its member institutions, conferences and national office staff – shares a belief in and commitment to:

- **The collegiate model of athletics** in which students participate as an avocation, balancing their academic, social and athletics experiences.
- **The highest levels of integrity and sportsmanship.**
- **The pursuit of excellence in both academics and athletics.**
- **The supporting role that intercollegiate athletics plays** in the higher education mission and in enhancing the sense of community and strengthening the identity of member institutions.
- **An inclusive culture** that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds.
- **Respect** for institutional autonomy and philosophical differences.
- **Presidential leadership** of intercollegiate athletics at the campus, conference and national levels.

NCAA SPORTSMANSHIP STATEMENT

For intercollegiate athletics to promote the character development of participants, to enhance the integrity of higher education and to promote civility in society, student-athletes, coaches, and all others associated with these athletics programs and events should adhere to such fundamental values as respect, fairness, civility, honesty and responsibility. These values should be manifest not only in athletics participation but also in the broad spectrum of activities affecting the athletics program.
POLICIES REGARDING STUDENT-ATHLETE CONDUCT AT MIT

STUDENT-ATHLETE CONFLICT CONCERNS

Conflict Resolution
The Department of Athletics, Physical Education and Recreation (DAPER) is committed to ensuring all athletic department constituents (coaches, varsity student-athletes, staff and volunteers) represent the Institute with integrity, emphasizing equity, inclusiveness and compliance. To this end, DAPER will operate as an inclusive community that both values the expression of differences and promotes excellence in instruction, personal development, and institutional success.

DAPER is supportive of the Institute’s processes for voicing grievance in both academic and non-academic issues related to violations of the conduct regulations. Moreover, in the event of accusations, the department is committed to providing the environment of fairness where varsity student-athletes have the opportunity to participate in the enforcement of procedures.

If a varsity student-athlete believes an athletic department constituent is not exhibiting these principles or may be in violation of Institute policies, he/she should feel free to contact any of the following resources:

- Office of Student Citizenship (OSC),
  - [Conflict Management@MIT](mailto:Conflict Management@MIT): All conversations are kept in confidence and will only be shared with the permission of the visitor or party - except in the unusual situation of imminent risk of harm to self or others.
  - OSC is also a resource for filing complaints against MIT students for violation of MIT policy.

- The MIT Ombuds Office serves as an independent, confidential, neutral and informal resource to the diverse MIT community, to help resolve disputes and manage conflicts.

- Human Resources [Complaint Resolution Policies and Procedures](mailto:Complaint Resolution Policies and Procedures): Student-athletes may pursue grievances regarding MIT coaches/employees locally, within DAPER, through the Director of Athletics Office or the Intercollegiate Athletics Office. Disputes or complaints may also be handled by the Human Resources Officer assigned to DAPER. All participants in the informal and formal review process are expected to maintain confidentiality to protect the privacy of all involved, to the extent possible and as permitted by law.

NCAA and Conference Rules
Varsity student-athletes who have questions or concerns regarding a coach or athletic department constituent’s correct application of NCAA or Conference rules and regulations
should contact the eligibility officers by emailing eligibility@mit.edu. All issues will be investigated per the direction of and in accordance with the policies and procedures of the Athletics Compliance Office.

**Title IX**
The Institute is committed to compliance with Title IX and to preventing and responding appropriately to allegations of conduct that violates its non-discrimination policy, sexual misconduct policy or other applicable Institute policies. Any individual whose conduct violates these policies will be subject to disciplinary action in accordance with applicable Institute policies and procedures as well as Federal and State Laws.

If a student is a victim of, witness to or is aware of sexual misconduct by a member or non-member of the MIT community, the student is strongly encouraged to promptly report the alleged sexual misconduct to one of the Athletics’ Deputy Coordinators for Title IX Compliance. Complete information regarding the Institute’s reporting protocol for sexual misconduct can be found here.

**GAMBLING POLICY**

The NCAA opposes all forms of legal and illegal sports wagering on college sports. NCAA rules specifically prohibit varsity student-athletes, athletics department staff members, conference office staff and NCAA national office employees from wagering on intercollegiate, amateur and professional sports in which the Association conducts championships, plus Division I’s Football Bowl Subdivision. For example, NCAA student-athletes and personnel are prohibited from betting on National Basketball Association contests since the NCAA conducts championships in basketball. For more information, reference the [NCAA Sports Wagering](https://www.ncaa.org-rule-15/) website.

**TOBACCO USE**

The use of tobacco products by a varsity student-athlete is prohibited during practice and competition. A varsity student-athlete who uses tobacco products during a practice or competition shall be disqualified for the remainder of that practice or competition. (NCAA Bylaw Adopted: 1/11/94 effective 8/1/94)

**DRUG POLICY**

DAPER adopts the MIT policy regarding drug use. This policy can be found in the *Mind and Handbook.*

In addition, varsity student-athletes must abide by the NCAA drug policy. We hold our varsity student-athletes to the highest standards and therefore all sports, regardless of division classification, are expected to abstain from any of the [NCAA List of Banned Substances](https://www.ncaa.org/athletic-eligibility/NCAA-Eligibility-Rules/NCAA-List-of-Banned-Substances) at all times.
ALCOHOL POLICY

*DAPER Policy*: Varsity student-athletes may not consume alcohol while representing MIT at an intercollegiate event/ trip. This rule is in effect for all student-athletes, regardless of age. Your athletic representation of MIT begins on your departure from campus, and concludes on your return to campus. The duration or intervals of a contest do not affect this regulation of representation.

Please keep in mind that coaches have the discretion to establish more stringent team policies regarding alcohol consumption.

*MIT Policy*: MIT observes all laws and regulations governing the sale, purchase, and serving of alcoholic beverages by all members of its community and expects these laws will be adhered to at all events associated with the Institute. This includes activities on the MIT campus, in MIT independent living groups, and at off-campus functions sponsored and supported by MIT or any of its affiliated groups.

HAZING POLICY

*DAPER Policy*: No team, student-athlete, student, staff, coach, administrator or alumnus shall conduct or condone hazing activities.

MIT considers hazing a very serious violation of Federal and State regulations, and MIT policy. Each varsity student-athlete signs an acknowledgment agreeing not to haze and to report hazing if observed. All incidents of noncompliance will be aggressively pursued by MIT Senior Administration, the Office of the General Counsel, and MIT Police. If you have any questions about hazing or want to discuss it, please contact your coach or the athletics administrator assigned to your team. Full policy information can be found in the *Mind and Handbook*.

SOCIAL NETWORKING

Participation in intercollegiate athletics at MIT is a privilege, not a right. As a result, student-athletes’ behavior shall reflect the high standards of honor and respect that characterize participation in competitive sports at the Institute. While DAPER does not prohibit varsity student-athlete involvement with Internet based social networking communities, this high standard of honor and dignity encompasses comments and postings made to Internet sites MIT takes free expression seriously and goes to great lengths to protect that right. Social networks such as Facebook and sites such as Twitter have expanded your opportunities to express yourself, connect with friends, and to build your network. There are several responsibilities to consider when you create your personal and post messages online. Consider the following best practices:
1. Be transparent
2. Think carefully before you “friend,” “like,” or “follow” someone
3. Don’t be in a rush – think before you post
4. Encourage conversation
5. Don’t tell secrets
6. Respect the privacy of others
7. Respect the intellectual property of others
8. Respect your audience, MIT, and your colleagues
9. Take ownership for your mistakes
10. Comply with terms of service of third-party entities

For more information on social networking, read MIT’s Social Media Guidelines.

**OFFENSIVE APPAREL POLICY**

Attire that implies, or contains; inappropriate, offensive, or vulgar themes, language, images, or symbols, is not permitted within DAPER facilities. At any time, individuals found with inappropriate attire can be denied participation in DAPER sponsored programs and events. Staff decisions regarding attire policy enforcement are final. Refer to MIT’s Mind and Hand Book’s section on Harassment, Freedom of Expression, and Institute Expectations of Student Behavior and Integrity for further elaboration of standards and expectations.

For the most updated DAPER staff directory, please refer to the MIT Athletics website.

**CONSENSUAL SEXUAL OR ROMANTIC RELATIONSHIPS IN THE WORKPLACE OR ACADEMIC ENVIRONMENT**

Faculty, other academic instructional staff, other employees, and other members of the MIT community (other than MIT students) are prohibited from having a sexual or romantic relationship with any undergraduate student at MIT.

Anyone who serves as a graduate resident tutor or graduate resident advisor is prohibited from having a sexual or romantic relationship with any undergraduate student who lives in that residence/housing.

If an employee is in a romantic or sexual relationship with an undergraduate student that predates their employment at MIT or their role as a graduate resident advisor or tutor, or that predates the student’s registration at MIT, the employee must notify their supervisor of the relationship.

To read the full policy, view MIT’s Policies and Procedures, Section 9.5.
STUDENT-ATHLETE RESOURCES

INTERCOLLEGIATE ATHLETICS ADMINISTRATIVE CONTACT INFORMATION

Julie Soriero, Director of Athletics and DAPER Department Head – jsoriero@mit.edu
Barb Bolich, Associate Director of Athletics/Senior Woman Administrator – bbolich@mit.edu
John Benedick, Associate Director of Athletics – h2ocoach@mit.edu
Katie Hoppe, Sport Administration Coordinator – khoppe@mit.edu

STUDENT-ATHLETE WELL-BEING

The mission of Engineering Success, the Student-Athlete Well-Being program, is to provide MIT Division I and III varsity student-athletes resources to support and promote academic development; physical, emotional and mental health; and future access to resources within and beyond the MIT community.

You will find information on the following resources on this site:

- **DUE (Dean for Undergraduate Education)**: The Office of the Dean for Undergraduate Education (DUE) is focused on assuring the quality of the educational experience of MIT students with a particular responsibility for enhancing undergraduate education.
- **UAAP (Office of Undergraduate Advising and Academic Programming)**: The mission of the UAAP is to provide excellent services and programs, to catalyze student exploration and access to opportunity, and to promote the academic success and personal development of undergraduates
- **MIT Medical**: MIT Medical delivers integrated medical, psychological, and preventative care and promotes healthful living in support of learning and research for the Institute community.
- **MIT Together**: You are in a community that’s here to help. MIT Together is a portal to support resources for MIT students.
- **GECD (Global Education and Career Development)**: GECD helps MIT students achieve lifelong success through career services, global experiences, and connections with graduate schools and employers. Find expert advice, data, tools, and events to ensure your success.
- **MIT Public Service Center**: The MIT Public Service Center exists to motivate, facilitate, and celebrate the ethic and activities of public service at MIT.
- **MIT Alumnae Association - Infinite Connection**: MIT alumni have access to an exclusive array of resources and discounts, including the online alumni directory, career tools, campus fitness facilities, and free admission to the MIT museum. Alumni can participate in the selection of Association leadership. Enterprise Forum members, parents of MIT students, friends of the Institute, and associate members of the Alumni Association may register for certain services, including mailing lists and the Discussion Network.
In addition to the resources listed above, the Student-Athlete Well-Being site also provides links to various aspects of student life and learning including undergraduate and graduate academics, life on campus, learn by doing opportunities, personal support and wellness, careers and internships and finances.

**STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC)**

The Student-Athlete Advisory Committee (SAAC) is an NCAA mandated committee comprised of varsity student-athletes to provide insight on the varsity student-athlete experience. The SAAC also offers input on the rules, regulations and policies that affect student-athlete’s lives on all NCAA member institution campuses.

**DEVELOPING A SENSE OF SELF**

Many students find that the most important challenge they face in college is learning who they are, how others see them and how they see themselves in relation to others. MIT provides many resources to help with issues of identity and community:

**Identity and Community Resources**

- **Barb Bolich**: DAPER Liaison for LGBT issues
- **LBGT@MIT (Lesbian, Bisexual, Gay, or Transgender issues)**: Ensures a safe and supportive campus-wide community where lesbian, bisexual, gay, transgender, questioning individuals, and their allies are all welcomed as equals.
- **Office of Multicultural Programs**: The Office of Multicultural Programs provides oversight for the Black Student Union and the Latin Cultural Center. They also advise the sixty-seven culturally focused student clubs and organizations on campus.
- **ISO (International Students’ Office)**: The ISO serves all incoming and currently enrolled international students at the Institute. The ISO assists students in maintaining their legal status in the United States, provides support for their dependents, and promotes interaction with and integration into the MIT community at large.
- **MIT Women’s League**: A vibrant social and service-based organization for all women at MIT founded to foster connections among the women at MIT.
- **OME (Office of Minority Education)**: Promotes academic excellence, builds strong communities, and develops professional mindsets among students of underrepresented minority groups, with the ultimate goal of developing leaders in the academy, industry, and society

**Mental Health**

- **MIT Student Support Services (s₃)**: Provides a safe place where students can have confidential conversations with counseling deans about just about any issue, from academic challenges to relationship issues or problems at home.
• **MIT Mental Health Service**: MIT can help students dealing with depression, substance abuse, or other emotional issues. For emergencies, they can be reached 24/7 at 617-253-2916.

• **AOD (Alcohol and Other Drug Services)**: Involves students in education and policy-making around alcohol and other drugs

**COMPLIANCE, ELIGIBILITY AND PARTICIPATION POLICIES**

**COMPLIANCE AND ELIGIBILITY**

The Compliance Services Office is a subdivision of the MIT Intercollegiate Support Services. Compliance Services supports the mission of the MIT DAPER by educating the university, departmental staff and faculty, varsity student-athletes, and other constituents of NCAA and conference regulations.

The **Compliance and Eligibility** resources page is a good starting point for information on eligibility, playing and practice seasons, benefits, recruiting, and amateurism. If you have questions regarding this topic, you may reach the eligibility officers by emailing eligibility@mit.edu

**ACADEMIC CALENDARS**

For MIT’s Academic Calendar, please visit the [Office of the Registrar](#) website.

**PRACTICE POLICIES**

• Mandatory practices may not be scheduled in conflict with classes, and the total number of mandatory practice hours may not exceed NCAA limits

• Varsity student-athletes must take their contest schedule to their professors to find any conflicts

• Professors can require attendance at quizzes and tests if they occur during regular class time

• Professors are required to offer alternative dates/times for tests if the tests occur outside regular class time

• MIT expects varsity student-athletes to manage this aspect of their academic life

• Each sport has a specific number of weeks to practice and compete (declared playing and practice season)

• Ask your coach for the dates of your playing and practice season

• If a team conducts required practices outside the declared playing and practice season, it will trigger a violation that may affect a student-athlete’s eligibility (see Captain’s Practices below)
Captains Practices - Voluntary Athletically Related Activities: Varsity student-athletes can gather and workout outside their playing and practice season but those activities cannot be required, attendance cannot be tracked, cannot be a condition of team membership, cannot be exclusive to the members of the team, and cannot be reported back to the coach.

TEAM TRAVEL POLICIES

Meals
- Breakfast is provided if your team is on the road by 7am
- Lunch is provided if your team is on the road by 12pm
- Dinner is provided if your team is on the road by 7pm

Please note: These are basic guidelines provided by the Department of Athletics, but coaches do have discretion on how to best utilize per diem for the needs of team travel.

Travel with Team
Only certified student-athletes are eligible to travel with the team. Student-athletes who wish to travel to a contest separately must be 18 years or older, will need coach approval, and must sign the Informed Risk document available from your coach.

DRUG TESTING

For Division I student-athletes, drug testing may occur at any time. For Division III student-athletes, drug testing may occur at NCAA championship events.

NCAA Bylaw 14.1.4.1: Each academic year a student-athlete shall sign a form prescribed by the Management Council in which the student consents to be tested for the use of drugs prohibited by the NCAA legislation. Failure to complete and sign the consent form before competition shall result in the student-athlete’s ineligibility for participation (i.e., practice and competition) in all intercollegiate athletics (see Constitution 3.2.4.6). Violations of this bylaw do not affect a student-athlete’s eligibility if the violation occurred due to an administrative error or oversight, and the student-athlete subsequently signs the form; however, the violation shall be considered an institutional violation per Constitution 2.8.1.

NCAA Drug Testing Resources
- General Policies
- NCAA List of Banned Substances
- Medical Exemptions for Banned Substances
- Drug Testing Appeals Process
NCAA MANDATE FOR SEXUAL ASSAULT PREVENTION TRAINING

The NCAA instituted a policy in 2017 requiring all collegiate athletics departments take certain steps to meaningfully engage with the topic of sexual violence and ultimately, to prevent it. The policy requires, among other things, an annual presidential sign off confirming that all student-athletes, coaches, and athletics staff have been educated on sexual violence prevention, intervention, and response each year. The type of training will be determined on a year-by-year basis.

SERVING AS A STUDENT HOST

Acting as a student host is an important service to MIT and thus appropriate conduct is expected of you by MIT and NCAA standards. You, as well as the prospect you are hosting must observe the laws of the Commonwealth of Massachusetts, the rules of MIT and the following NCAA regulations. You must also account for any money spent by turning in all receipts as well as unused money to your coach.

a) You are responsible for keeping your prospect on time for all appointments and reporting his/her visit to your MIT Housing contact.
b) Individuals involved in the recruit’s visit will act in a responsible manner and are expected to abide by the law. (Do not take a prospect to a bar or club which allows admittance only to those 21 years of age or older).
c) The use of alcohol, drugs, sex or any illegal activity in recruiting will not be tolerated and will result in disciplinary action.
d) NCAA rules must be abided by in all situations.
e) Have a plan for entertaining the recruit and review with your head coach. Advise the head coach in advance of any changes to the plan.
f) If your prospect acts in a manner detrimental to MIT, report this to your head coach immediately.

If you have any questions about your responsibilities as a prospect host/hostess, please do not hesitate to contact your coach or the compliance officer.

DEPARTMENTS SUPPORTING INTERCOLLEGIATE ATHLETICS

VARSITY STRENGTH & CONDITIONING PROGRAM

The Massachusetts Institute of Technology’s Sport Performance coaches design and implement training programs for Varsity Athletic teams. The certified strength and conditioning coaches are permitted to design and conduct strength and conditioning practices with varsity student-athletes both in and out of season throughout the academic year. Strength and conditioning coaches are not permitted to conduct practices outside the academic year.
SPORTS MEDICINE

The Massachusetts Institute of Technology’s Sports Medicine Department is committed to providing the highest quality healthcare possible. The unit’s expertise focuses on the prevention, treatment, evaluation, rehabilitation, and emergency care for all athletic related injuries and illnesses. The athletic training staff is certified by the Board of Certification and licensed by the Commonwealth of Massachusetts Board of Registration in Allied Health.

In order to provide quality care we work under the direction and supervision of our team physicians and in conjunction with the providers from MIT Medical. Our team physician’s background is in Family Medicine with a specialization in Sports Medicine.

COMMUNICATIONS, PROMOTIONS AND MARKETING

Communications, Promotions and Marketing staff play an integral role in developing and maintaining the web presence for MIT Athletics. The unit manages the photo needs for the department, enforces proper usage of the MIT Athletics brand internally and with outside vendors, and coordinates all media requests and interviews. They also write press releases for the Department, coordinate the department’s social media pages, and manage the webcasting and online store.

VARSKTY EQUIPMENT ROOM

Our goal in the Varsity Equipment Room is to better serve coaches and varsity student-athletes this year. At the conclusion of each school year, we review the varsity student-athlete evaluations of our department and take them into consideration when reviewing our policies and procedures for the following year. This information outlines the policies and procedures effective August 1, 2013.

Equipment Room Contact Information

| Johnson Main Line:       | 617-452-2250 |
| Johnson Additional Line: | 617-253-9613  |