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by Erin Quinn, Director of Athletics

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Media Requests
Dear Middlebury Student-Athlete,

On behalf of Middlebury College and the Department of Athletics, I am pleased to introduce you to the Student-Athlete Resource Guide. The purpose of this guide is to provide you with accessible, up-to-date information related to Athletics Department, Middlebury College, NESCAC, and NCAA policies and resources. This guide offers an overview and links to some of the most important policies and rules related to student-athletes. However, it does not replace or supersede Middlebury’s official College Handbook (which provides the complete text of all College policies and is available at www.middlebury.edu/about/handbook) or actual NESCAC and NCAA rules and regulations; it is simply an additional resource for those students who choose to participate in athletics while at Middlebury. If you have any questions, you should review the applicable Middlebury College policy and/or NESCAC/NCAA rule(s) and consult with your coach.

You should also feel free to contact me.

In order to provide some context for the enclosed policies, I would like to share with you some of the Department of Athletics’ most important guiding principles and values:

- **Respect**: The principle of respect has many applications, but it is particularly relevant to the activity of hazing. Simply put, hazing is antithetical to a culture of respect—for oneself and for others—and it will not be tolerated. Respect will also be important in the field of play, whether you are a participant or a spectator, and we will use respect to set a high standard for sportsmanship.

- **Integrity**: It is important for our student-athletes to hold themselves to the same high standards of effort, attitude, and behavior in the field of play, in the classroom, and in the community.

- **Team**: While the concept of “team” may vary from one athletic team to another, we want all of our student-athletes to understand that they are part of something bigger than themselves; to take the important lesson of “team” offered by participation in athletics and to think of themselves as part of their athletic team, the College community, the local community, and even the global community.

- **Accountability**: Students will be held accountable for their actions, and disciplinary measures may result if they violate departmental or College policy. However, we also want to promote a broader concept of responsibility that encourages students to influence one another in a positive manner. Our student-athletes are expected to be leaders who hold themselves and their teammates accountable to the highest standard of ethical behavior.

These principles and values should guide you as you represent Middlebury College here on campus and in the larger community. It is my expectation that you will fully embrace these shared values and adhere to the enclosed policies so that we can maintain a safe, healthy, and successful athletic culture.

Thank you for your commitment to Middlebury College; please be in touch if I can be of assistance.

Sincerely,

Erin Quinn
Director of Athletics
Department of Physical Education and Athletics Overview

Staff Directory
The directory for the Department of Athletics Administration, Communications, Sports Medicine, the Equipment Room, and Coaching staff is available online at http://athletics.middlebury.edu/information/directory/index

Student-Athlete Advisory Committee (SAAC)
NCAA regulations mandate that all member institutions have SAACs on their campuses. Middlebury’s SAAC is composed of student-athletes who serve to address student-athlete issues and provide insight into the student-athlete experience at Middlebury. The SAAC also offers input on the rules, regulations, and policies that affect the lives of NCAA student-athletes. The SAAC promotes communication between athletics administration and student-athletes, disseminates information, provides feedback and insight into Athletics Department issues and the formulation of Athletics Department policies, builds a sense of community among all athletics programs and teams, organizes community service efforts, solicits student-athlete responses to proposed conference and NCAA legislation, and promotes a positive student-athlete image on campus. Through grass-roots efforts and networking between the campus SAACs, the conference SAACs, and the national committees, student-athletes can have a positive impact on intercollegiate athletics and enrich the student-athlete experience.

Physical Education and Athletics Programs
Athletics are an essential part of the overall educational experience at Middlebury College. The College endeavors to provide athletic programs that are comprehensive and varied, offering athletic opportunities to all students. The Department of Physical Education and Athletics is committed to the following:

• A physical education/wellness program that stresses good health, physical fitness, and lifetime activities.
• A vigorous intercollegiate sports program that strives for achievement and excellence.
• An intramural program that encourages students of varied abilities and skills to participate in a wide range of recreational athletic activities.
• A club sports program that offers opportunity for intercollegiate competition in a less structured environment.

A. Physical Education
Middlebury College requires that its students earn two physical education “credits” (nonacademic) in order to graduate. Middlebury has a tradition of offering physical education classes that concentrate on lifetime sports so that students will benefit from skills and knowledge now and after graduation. Courses are mainly introductory and are offered in four- or five-week intervals each semester.

All varsity and junior varsity athletes receive one physical education credit for completing a season of participation. A second credit will not be given for participation on the same team in an additional year. A separate physical education class must be taken to fulfill the second credit.

A two-sport athlete will receive two physical education credits and thus fulfill the physical education graduation requirement.

There are currently five club sports that receive physical education credit: crew, cricket, rugby, sailing, and water polo go/physed.

B. Varsity Sports
The Middlebury College athletic philosophy is compatible with the school’s spirit of academic challenge. Superb coaching and training facilities provide a setting in which student-athletes can develop themselves both as players and individuals.

Middlebury student-athletes demonstrate that a pursuit of excellence on the playing field is fully compatible with the pursuit of excellence in the classroom, and that a combination of the two endeavors lends itself to a more complete educational experience. Furthermore, Middlebury’s size and balanced curriculum allow two- and three-sport athletes to compete throughout the year without jeopardizing their academic standing.

The quality of Panther opponents is guaranteed, as the College’s varsity teams compete within the NCAA Division III and the New England Small College Athletic Conference (NESCAC). See also go/vsports.
C. Intramural Sports
Intramurals provide a varied program of activities to meet the competitive and recreational needs of all students. Faculty and staff members are also encouraged to participate in intramurals. The overall objective of the program is to provide participation opportunities in a wide variety of activities for those who choose intramurals over, or in addition to, other types of competition available at Middlebury. An individual’s skill level is not as important as the player’s desire to participate and to enjoy the intramural experiences of good fun, sportsmanship, and competition. Depending upon the nature of the activity, the amount of interest, and the space available, the intramural competitions are organized into leagues, followed by play-offs. [go/intramurals](#)

D. Club Sports
Club Sports offer students the opportunity to participate in intercollegiate competition, but in a less structured environment. There’s no shortage of options: cycling, Frisbee, rugby, water polo, sailing, equestrian, and quidditch. Club sports are overseen by Student Activities. [go/clubsports](#)
The Student-Athlete

Issues or Concerns
Student-athletes who have issues or concerns relating to their participation in any Middlebury College athletic program are encouraged to discuss the matter as follows:

• Intercollegiate athletics: please contact the team captain or coach.
• Intramurals: please contact Mark Lewis, director of intramurals at 802-443-3458 or markl@middlebury.edu.
• Club sports: please contact the coach or Doug Connelly, director of outdoor programs and club sports, at 802-443-3105 or dconnelly@middlebury.edu.

If the student-athlete is not comfortable discussing the matter with the captain, coach, or program director (as listed above), or if the student-athlete feels that the issue or concern has not been properly addressed or resolved, they may contact Erin Quinn, director of athletics, at 802-443-5253 or quinn@middlebury.edu; or Katharine DeLorenzo, assistant director of athletics, senior woman administrator, at 802-443-5422 or kdeloren@middlebury.edu. In addressing the student-athlete’s issue or concern, the director of athletics and/or the assistant director of athletics may consult with other College officials, as appropriate.

Mission, Values, and Philosophy

Middlebury’s Community Standards
The ability of Middlebury College to achieve its purposes depends on members of the campus community upholding our commonly accepted standards of conduct, which enable the highest quality of teaching and learning. Broadly, these are referred to as our Community Standards. Middlebury seeks to prepare students to be active citizens and leaders who will address the world’s most pressing problems. This mission is advanced through students’ experiences with successes and challenges, and is reflected in the following Community Standards:

• Cultivating respect and responsibility for self, others, and our shared environment
• Encouraging personal and intellectual courage and growth
• Manifesting integrity and honesty in all decisions and actions
• Promoting healthy, safe and balanced lifestyles
• Fostering a diverse and inclusive community committed to civility, open-mindedness, and finding common ground

Therefore, a balance of individual and community growth and health guides Middlebury’s approach to all endeavors and to the policies that support those endeavors.

Middlebury’s Diverse and Inclusive Community
At Middlebury, we strive to make our campus a respectful, engaged community that embraces difference, with all the complexity and individuality each person brings. We work to build and maintain a diverse and inclusive community that is committed to broad educational opportunities and to operating within an atmosphere of respect for one another. Student-athletes are expected to conduct themselves in accordance with these principles. (See also go/diversity and the NCA A’s information on diversity, inclusion and gender equity).

Sportsmanship and Spectator Conduct
All Middlebury student-athletes are expected to comply with the following:

• Remember that you are a representative of your team and your institution and always act in a proper manner.
• Rise above the desire to react less than honorably in difficult situations.
• Choose a response you will be proud of after that moment.
• Retaliation when you’ve been the victim of poor sportsmanship will worsen an already bad situation.
• Trust coaches and officials to properly handle the issue.
• Help keep your teammates in line. Be a leader. “Trash talking” reflects poorly on you and your team.
• Talk with friends and family in between games so that they understand what is expected of them when attending games.

In addition, all Middlebury student-athletes are expected to conduct themselves with the same level of sportsmanship and respect regardless of whether they are participating as a member of an athletic team or as a spectator. Student-athletes are expected to comply with the following tenets applicable to spectators:
• Be loud, be proud, and be positive!
• Cheer for your team’s student-athletes, but do not cheer against student-athletes from opposing teams.
• Refrain from using profane language and shouting negative comments toward student-athletes and game officials.
• Treat visiting fans and student-athletes the way you would like to be treated when visiting other institutions.
• Seek out game management personnel and security when other fans are acting improperly.
• Remember that you are watching college-age student-athletes competing in a sport that they enjoy.

**Student-Athlete Eligibility**

**Academic and General Requirements**
Please see the full text of NCAA Bylaw, Article 14 for detailed information regarding eligibility – academic and general requirements.

**Eligibility**
To be eligible to represent Middlebury College in intercollegiate athletics competition, a student-athlete shall be enrolled in at least a minimum full-time program of studies, be in good academic standing, and maintain satisfactory progress toward a baccalaureate or equivalent degree.

At Middlebury College, full-time status consists of taking three or more classes, except in the final term prior to the completion of a student’s baccalaureate degree, when taking two classes (special student status) is permissible, as per designation by the registrar. See College Handbook—Student Status.

**Drop-Add**
A student-athlete no longer shall be considered enrolled in a minimum full-time program of studies (after dropping a course that places the student below full-time status) when the dropped course becomes official in accordance with procedures determined by the institution for all students. A student-athlete who is adding a course to reach full-time status shall become eligible for practice and competition once the course has been approved by the appropriate department head (or designated representative) and submitted to the registrar.

To ensure that the drop-add process will not affect a student-athlete’s eligibility, student-athletes should not drop a course without simultaneously adding another course. This will help ensure enrollment in the minimum full-time program of studies.

The student-athlete is considered to have used a semester or quarter of eligibility when the student attends any class while officially registered in a regular term of the academic year, even if the student-athlete drops to part-time status at any time during the term, including his/her first day of attendance.

**Post-Graduation Participation**
For **Feb**s: A student-athlete may practice or compete while enrolled in less than a minimum full-time program of studies, provided the student is enrolled in the final semester or quarter of the baccalaureate or graduate program and the institution certifies that the student is carrying (for credit) the courses necessary to complete degree requirements.

A student-athlete who is eligible during the term in which degree work is completed remains eligible for any NCAA championship that begins within 60 days after the end of the term in which the student completes the requirements for the degree.
Amateurism
A student-athlete shall not be eligible for participation in an intercollegiate sport if the individual uses their athletics skill (directly or indirectly) for pay in any form in that sport, or has accepted the promise of pay in any form based on athletics participation even if such pay is to be received after completion of intercollegiate athletics participation, or if the individual has violated any of the other regulations related to amateurism set forth in NCAA Bylaw, Article 12.

Awards, Benefits, and Expenses
Receipt by a student-athlete of an award, benefit, or expense allowance not authorized by NCAA legislation renders the student-athlete ineligible to compete while representing the institution in the sport for which the improper award, benefit, or expense was received. If the student-athlete receives an extra benefit not authorized by NCAA legislation or an improper award or expense allowance in conjunction with competition that involves the use of overall athletics skill (e.g., “superstars” competition), the individual is ineligible in all sports. NCAA Bylaw, Article 16

Any athletics awards given to individual student-athletes shall be limited to those approved or administered by an institution and shall be limited to normal retail value and number. Additionally, an individual may not receive a cash award for athletics participation. An individual may not receive a cash-equivalent award (i.e., an item that is negotiable for cash or trade or other services, benefits, or merchandise) for athletics participation.

Prior to accepting any award, benefit, or support service for a sport for which a student-athlete competes at Middlebury, please contact Kelly Bevere, director of compliance, at 802-443-5386 or kbevere@middlebury.edu.

Transfer Release
A student-athlete participating at a Division III institution (such as Middlebury) may issue, on their own behalf, permission for another Division III institution to contact the student-athlete about a potential transfer. The student-athlete shall forward this form to the director of athletics at the institution of interest. Release Form.

Financial Aid
A student-athlete who receives financial assistance other than that authorized by the NCAA shall not be eligible for intercollegiate athletics. NCAA Bylaw, Article 15

Study Abroad
A student-athlete who is abroad at a Middlebury (or Middlebury-approved) program in the fall is eligible to compete and practice during winter term if, in that fall semester, the student-athlete is enrolled as a full-time student of that program.

A winter student-athlete who is going abroad in the spring on a Middlebury (or Middlebury-approved) program, is eligible to compete and practice in the spring, while not taking classes when the spring semester starts, if the student is accepted for enrollment as a regular full-time student in that upcoming spring semester in the program abroad.

Enrollment in Winter Term/Internships
In order to be eligible to compete during winter term or the following spring term, a student-athlete must be enrolled in a Middlebury College winter term class or an approved internship.

NCAA Transgender Policy
Middlebury complies with the NESCAC Transgender Student-Athlete Participation Policy and NCAA’s Policy on Transgender Student-Athlete Participation, which are aimed at allowing the student-athlete to participate in competition in accordance with their gender identity while maintaining the relative balance of competitive equity among sports teams. The NESCAC policy is based on current NCAA policy related to transgender student-athlete participation and medical exceptions for the use of banned drugs. The policies below clarify participation of transgender students undergoing hormonal treatment for gender transition:

• A trans male (female-to-male) student-athlete who has received a medical exception for treatment with testosterone, for purposes of NCAA and NESCAC competition may compete on a men’s team, but is no longer eligible to compete on a women’s team without changing that team status to a mixed team.

• A trans female (male-to-female) student-athlete being treated with testosterone suppression medication, for the purposes of
NCAA and NESCAC competition may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed-team status until completing one calendar year of documented testosterone-suppression treatment.

Any transgender student-athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with his or her assigned birth gender.

- A trans male (FTM) student-athlete who is not taking testosterone related to gender transition may participate on a men's or women's team.
- A trans female (MTF) transgender student-athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.

The use of an anabolic agent or peptide hormone must be approved by the NCAA before the student-athlete is allowed to participate in competition while taking these medications. The NCAA recognizes that some banned substances are used for legitimate medical purposes. Accordingly, the NCAA allows exceptions to be made for those student-athletes with a documented medical history demonstrating the need for regular use of such a drug. Exceptions may be granted for substances included in the following classes of banned drugs: anabolic agents, stimulants, beta blockers, diuretics, anti-estrogens, beta-2 agonists, and peptide hormone.

In the event that the student-athlete and the physician (in coordination with sports-medicine staff at the student-athlete’s institution) agree that no appropriate alternative medication to the use of the banned substance is available, the decision may be made to continue the use of the medication. However, the use of an anabolic agent or peptide hormone must be approved by the NCAA before the student-athlete is allowed to participate in competition while taking these medications. The institution, through its director of athletics, may request (to the NCAA) an exception for use of an anabolic agent or peptide hormone by submitting to the NCAA medical documentation from the prescribing physician supporting the diagnosis and treatment.

Questions regarding student-athlete eligibility should be directed to Kelly Bevere, director of compliance, at 802-443-5386 or kbevere@middlebury.edu.

Student-Athlete Conduct

Student-athletes are subject to all Middlebury College policies including student life and conduct policies (see, e.g., go/handbook), and any student-athlete who violates Middlebury College policy may be subject to discipline, as with any other student, up to and including suspension or expulsion from Middlebury. In addition, athletics-related discipline, up to and including dismissal from the team, may be imposed by coaches, at their discretion, for violation of Middlebury College policies. Coaches will have access to all information related to alleged policy violations (including but not limited to Department of Public Safety incident reports) and/or the outcome of any judicial board hearings or determinations made by other Middlebury officials.

Student-athletes may also be subject to athletics-related discipline by their coach, up to and including dismissal from the team, for violation of team policies, rules, or expectations. Athletics-related discipline in this context is distinct from Middlebury College discipline for violation of Middlebury College policies, and is at the discretion of the coach.

Student-athletes are expected to be familiar with and abide by all College (go/handbook), NCAA, and NESCAC rules and policies, including but not limited to the following:

**Hazing**

While being part of a campus group can be a meaningful aspect of student life, hazing is a hidden problem that undermines the value of these experiences. Although hazing is not unique to Middlebury College, we believe that it is important to examine these practices openly in an attempt to overcome the secrecy that perpetuates them.
What Students Should Know

- Hazing is a violation of Middlebury College policy and Vermont law.
- Hazing takes various forms, but typically involves physical risks or mental distress through, for example, humiliating, intimidating, or demeaning treatment.
- Hazing can cause significant harm to individuals, groups, and the College.
- Hazing has occurred in social houses, athletic teams, performance groups, and other organizations.
- Groups that haze often view it as positive and necessary.
- Groups that haze can achieve the positive outcomes they seek from hazing through non-hazing means.

Hazing Policy

Middlebury’s General Conduct Standards include promoting healthy, safe, and balanced lifestyles. Student organizations and athletic teams can play a vital role in this process and can provide transformative opportunities for friendship, leadership, and personal growth and discovery. Hazing of any kind is antithetical to these goals; therefore, Middlebury prohibits hazing activities, whether by an individual or an organization. In keeping with Middlebury’s prohibition of any kind of hazing, training and educational activities are periodically conducted with appropriate staff who support students and campus life.

1. Policy Statement

Middlebury prohibits hazing activities of any kind, whether by an individual or an organization, including passive participation in hazing activities. Because of the socially coercive nature of hazing, implied or express consent is not a defense under this policy (or under state law). Passive participation in hazing may include witnessing hazing taking place as a group member, affiliate, or guest, or participating in or being present in person or via technology in discussions where hazing is planned. Hazing activities violate this policy whether or not they involve alcohol, and whether or not they occur on a Middlebury campus. Hazing activity may lead to disciplinary proceedings against individuals and/or organizations, including but not limited to disciplinary consequences for individuals, and/or the probation, suspension, or termination of a student organization or athletic team. Culpability for any violations of this policy may be attributed to active and passive participants, the student group and/or its members, and elected or appointed officers.

Hazing activity is subject to additional penalties or fines and/or criminal prosecution by the state of Vermont. See 16 V.S.A. Sec. 570k and 570l; see also Referral to Law Enforcement, below.

The student leaders of all registered student organizations and athletics programs are required to acknowledge annually that they will comply with the terms of Middlebury’s Policy Against Hazing. Retaliation against any individual, directly or indirectly, for making or participating in a complaint about hazing is prohibited under Middlebury’s general Retaliation Policy.

2. Definitions

For purposes of this policy, hazing is defined as any act committed by a person, whether individually or in concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team that is affiliated with Middlebury; and that is intended to have the effect of, or should reasonably be expected to have the effect of, humiliating, intimidating, or demeaning the student or endangering the mental or physical health of the student. Hazing also includes planning, soliciting, directing, aiding, or otherwise participating actively or passively in the above acts.

Activity or conduct that furthers legitimate curricular, extracurricular, or military training program goals is not considered to be hazing, provided that:

- The goals are approved by a Middlebury official who oversees the activities of the organization or team (e.g., coach or director of student activities).
- The activity or conduct furthers the goals in a manner that is appropriate, contemplated by Middlebury, and normal and customary for similar programs at other educational institutions.

“Organization” means an athletic team, association, corporation, order, society, corps, cooperative, club, student organization, or other similar group whose members primarily are students at Middlebury and which is affiliated with Middlebury.

“Pledging” means any action or activity related to becoming a member of an organization.

“Student” includes but is not limited to any person who is enrolled in or pursuing a degree or credit in any Middlebury program.
A. Examples: Middlebury policies include the prohibition of many activities that have traditionally been associated with hazing, such as illegal substance use and abuse, vandalism, theft, verbal or physical abuse or threat of harm, sexual harassment, and other forms of harassment. In addition to those activities and conduct expressly prohibited elsewhere in this handbook, examples of prohibited individual/group activities that may constitute hazing when otherwise falling within the definition above include but are not limited to the following:

i. Encouraging the use of alcohol or illegal drugs
ii. Shaving, tattooing, piercing, or branding
iii. Engaging in or simulating sexual acts
iv. Threatening or causing physical restraint
v. Nudity
vi. Throwing substances or objects at individuals
vii. Assigning unreasonable chores or acts of servitude
viii. Forcing or coercing consumption or use of any substance
ix. Causing excessive exercise, sleep deprivation, or excessive fatigue
x. Interfering with adequate time for study
xi. Requiring the wearing of apparel or acting in a way that is conspicuous and not within community norms
xii. Blindfolding
xiii. Subjecting students to abusive or demeaning conduct

3. Policy Violation and Review Process/Referral to Law Enforcement
Please see Middlebury’s Hazing Policy for the full text of Middlebury’s internal process for investigating and adjudicating allegations of hazing and referral of hazing allegations to law enforcement.

4. Reporting Hazing
Emergencies: Dial 911 or call the Department of Public Safety (802-443-5911).

All Middlebury community members are expected to report activities believed to be hazing to a Commons dean, director of athletics, associate dean for student activities, or the vice president for student affairs/dean of students:

Vice President for Student Affairs/Dean of Students
Baishakhi Taylor
802-443-5575 or taylorb@middlebury.edu

Director of Athletics
Erin Quinn
802-443-5253 or quinn@middlebury.edu

Associate Dean for Student Activities and Orientation
Derek Doucet
802-443-3108 or ddoucet@middlebury.edu

Commons Deans
Atwater: 802-443-3310
Brainerd: 802-443-3320
Cook: 802-443-3330
Ross: 802-443-3340
Wonnacott: 802-443-3350

Middlebury’s Nondiscrimination Statement/Title IX Coordinator
Middlebury College ("Middlebury") complies with applicable provisions of state and federal law which prohibit discrimination in employment, or in admission or access to its educational or extracurricular programs, activities, or facilities, on the basis of race, creed, color, place of birth, ancestry, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, marital status, service in the armed forces of the United States, positive HIV-related blood test results, or genetic information, or against qualified individuals with disabilities on the basis of disability and/or any other status or characteristic as defined and to the extent protected by applicable law. Middlebury also complies with all other anti-discrimination protections that might be provided by particular states in which it operates educational programs; questions about the scope of any such protections should be addressed to the compliance officer/Title IX coordinator and/or the on-site administrative representative for the particular program at issue. The compliance officer/Title IX coordinator coordinates Middlebury’s efforts to comply with any and all federal and state laws that prohibit discrimination on the basis of one or more of the protected characteristics listed above. Discrimination complaints are processed in accordance with the procedures set forth in Middlebury’s Anti-Harassment/Discrimination Policy. Complaints about sexual misconduct, domestic and dating violence and misconduct, stalking, and related retaliation are handled in accordance with Middlebury’s Policy Against Sexual Misconduct, Domestic Violence and Dating Violence and Misconduct, and Stalking.
Information about the work of the Community Bias Response Team is available here. As noted above under Respectful Behavior, retaliation for any complaint of any policy violation is strictly prohibited.

Middlebury’s Nondiscrimination Statement is available at go/nondiscrimination.

Antiharassment/Discrimination Policy

Discrimination, retaliation, and harassment, including sexual harassment, as defined by law and College policies, are strictly prohibited. A student who wishes to report discrimination or harassment, including sexual harassment, or related retaliation, should contact the College’s human relations officer (HRO) or his/her Commons dean. The College will take reasonable and appropriate remedial action to prevent discrimination, harassment, and/or related retaliation; eliminate any hostile environment; and prevent recurrence of the behavior. The full text of Middlebury’s Antiharassment/Discrimination Policy is available at go/antiharassment.

Policy Against Sexual Misconduct, Domestic and Dating Violence and Misconduct, and Stalking, Resources and Information

Middlebury is committed to providing a campus and workplace environment that is safe and secure for all students, staff, faculty, and others who participate in Middlebury’s programs. Sexual misconduct (including sexual assault), domestic and dating violence and misconduct, stalking, and related retaliation, as defined by Middlebury’s Policy Against Sexual Misconduct, Domestic and Dating Violence and Misconduct, and Stalking (SMDVS Policy), are strictly prohibited. Middlebury will take reasonable, prompt, and appropriate action to respond to sexual misconduct (including sexual assault), domestic and dating violence and misconduct, stalking, and related retaliation where such conduct impacts or has the potential to impact the Middlebury program-based educational, residential, or employment environment of any member of the Middlebury community. Such action could include discipline for employees such as written reprimands, salary freezes (faculty) or termination of employment, or discipline for students such as probationary status, a letter of official discipline, suspension, or expulsion from any or all programs in which the student is enrolled or participating. It could also entail nondisciplinary measures such as No Contact Orders and/or No Trespass Orders, training, and providing safety and support services to complainants and affected parties, as appropriate.

Middlebury’s SMDVS Policy applies to faculty, staff, and students, as well as others who participate in Middlebury’s programs and activities. Complaints or reports under this policy should be brought to the immediate attention of a judicial affairs officer or a human relations officer. In an emergency, please dial 911 or contact the Department of Public Safety at 802-443-5911. Students involved in the complaint process will be treated with sensitivity, dignity, and respect and in an unbiased manner by all involved administrators, investigators, and adjudicators. The full text of the SMDVS Policy and an explanation of how complaints and reports are handled are available at go/sexualviolenceinfo.

If a student experiences an event that may be sexual assault or other inappropriate sexual conduct, or even if the student is not sure, it is important to seek help as soon as possible from others who can provide medical care and supportive counseling. There is a wide array of emergency and long-term resources available to all students, including MiddSafe Advocates and the Parton Center for Health and Wellness, which are confidential resources. Please see the SMDVS Policy, Appendix C, “Institutional, Local, and State Resources,” as well as the information outlined at Sexual Violence Resources and Information.

All students are encouraged to report incidents of sexual misconduct, domestic violence, dating violence, and stalking to the Middlebury police, the Vermont State Police, or other state or federal agencies (contact information is listed Appendix B to the SMDVS Policy, as well as the information outlined at Sexual Violence Resources and Information under “Reports”).

Alcohol and Other Drugs

Middlebury College is committed to promoting individual and community health, safety, and responsibility. We expect all students to observe local, state, and federal laws governing the possession, use, and furnishing of alcoholic beverages and controlled substances, also referred to as illegal drugs. We have also committed to ensuring that, in accordance with the Drug-Free Schools and Community Act of 1989 and the Drug-Free Schools and Campuses Regulations, our
policies concerning alcohol and drugs contain clear statements about the following: (1) the standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illegal drugs and alcohol by students and employees; (2) that Middlebury will impose disciplinary sanctions on students and employees who violate these policies (consistent with local, state, and federal law); (3) the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illegal drugs and alcohol; and (4) health risks and information regarding drug or alcohol counseling, treatment or rehabilitation, or reentry programs that are available to students and employees. When alcohol violations occur, disciplinary sanctions will be imposed in accordance with this policy. Serious incidents that put a student or others at risk of harm, as well as repeated offenses, may require a more vigorous response, including referral to counseling or a treatment facility, a leave of absence, and/or disciplinary outcomes as appropriate.

In addition, as with other Middlebury policies, student-athletes who violate Middlebury’s Alcohol and Other Drugs Policy may be subject to athletics-related discipline, up to and including dismissal from the team. (Student-athletes should consult with their coach for additional information regarding team policies related to alcohol and drug use.)

The full text of Middlebury’s Alcohol and Other Drugs Policy, including information about sanctions applicable to students, is available at www.middlebury.edu/about/handbook/policies-for-all/health-safety/alcohol-drugs. See also the Sanctions Chart.

**NCAA Bylaws**

Student-athletes are subject to all NCAA Bylaws in the [NCAA Division III Manual](#) including but not limited to the following:

**NCAA’s Banned Drugs**

The presence in a student-athlete’s urine of a substance and/or metabolite of such substance belonging to a class of drugs currently banned by the NCAA shall be cause for loss of eligibility. The following list of NCAA’s banned substances is not exhaustive and may be changed at any time. Thus it is the student-athlete’s responsibility to check with the appropriate athletics staff before using any substance. In addition, student-athletes should also consult [2017–18 NCAA Banned Drugs List](#) for the most current list of banned drug classes or contact the NCAA national office at 317-917-6222.

The NCAA bans the following classes of drugs:

- Stimulants
- Anabolic agents

For information specific to state and federal laws governing the use, possession, and distribution of drugs and alcohol, as well as other information and resources, see [Middlebury’s Annual Drug-Free Schools and Communities Act Notice](#).
• Alcohol and beta blockers (banned for rifle only)
• Diuretics and other masking agents
• Street drugs
• Peptide hormones and analogues
• Antiestrogens
• Beta-2 agonists

Note: Any substance that is chemically/pharmacologically related to these classes is also banned. The institution and the student-athlete shall be held accountable for all drugs within the banned-drug class regardless of whether they have been specifically identified. Examples of substances under each class can be found at ncaa.org/drugtesting.

Drugs and Procedures Subject to Restrictions
1. Blood doping
2. Gene doping
3. Local anesthetics (under some conditions)
4. Manipulation of urine samples
5. Beta-2 agonists permitted only by prescription and inhalation (e.g., Albuterol).

NCAA Nutritional/Dietary Supplements Warning
Before consuming any nutritional/dietary supplement product, review the product with the appropriate or designated Athletics Department staff. There are no NCAA-approved supplement products.
1. Dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test result.
2. Student-athletes have tested positive and lost their eligibility from using dietary supplements.
3. Many dietary supplements are contaminated with banned drugs not listed on the label.
4. Any product containing a dietary supplement ingredient is taken at your own risk.

Check with your Athletics Department staff prior to using a supplement.

Some Examples of NCAA Banned Substances in Each Drug Class
There is NO complete list of banned substances. Do not rely on this list to rule out any label ingredient.
1. Stimulants: amphetamine (Adderall); caffeine (guarana); cocaine; ephedrine; methamphetamine; methylphenidate (Ritalin); synephrine (bitter orange); methylhexanamine (DMAA); “bath salts” (mephedrone); Octopamine; DMBA; phenethyllamines (PEAs); etc.
   Exceptions: phenylephrine and pseudoephedrine are not banned.
2. Anabolic agents (sometimes listed as a chemical formula, such as 3,6,17-androstenedionone): androstenedione; boldenone; clenbuterol; DHEA (7-Keto); epi-trenbolone; testosterone; etiocholanolone; methasterone; methandienone; nandrolone; norandrostenenedione; stanozolol; stenbolone; trenbolone; SARMS (ostarine, ligandrol, LGD-4033); etc.
3. Alcohol and beta blockers (banned for rifle only): alcohol; atenolol; metoprolol; nadolol; pindolol; propranolol; timolol; etc.
4. Diuretics (water pills) and other masking agents: bumetanide; chlorothiazide; furosemide; hydrochlorothiazide; probenecid; spironolactone (canrenone); triameterene; trichlormethiazide; etc.
5. Illicit drugs: heroin; marijuana; tetrahydrocannabinol (THC); synthetic cannabinoids (e.g., spice, K2, JWH-018, JWH-073)
6. Peptide hormones and analogues: growth hormone (hGH); human chorionic gonadotropin (hCG); erythropoietin (EPO); IGF-1 (colostrum); etc.
7. Antiestrogens: anastrozole; tamoxifen; formestane; ATD, clomiphene; SERMS (nolvadex); Arimidex; clomid; evista; fulvestrant; aromatase inhibitors (Androst-3,5-dien-7,17-dione), etc.
8. Beta-2 agonists: bumbuterol; formoterol; salbutamol; salmeterol; higenamine; norcoclaurnine; etc.

Additional examples of banned drugs can be found at www.ncaa.org/drugtesting. Any substance that is chemically related to the class, even if it is not listed as an example, is also banned!

Information about ingredients in medications and nutritional/dietary supplements can be obtained by contacting Drug Free Sport AXIS™ at 877-202-0769 or www.drugfreesport.com/axis password: ncaa1, ncaa2, or ncaa3.

It is your responsibility to check with the appropriate or designated athletics staff before using any substance.

See also information regarding the NCAA Drug-Testing Program 2017–18:

**NCAA ADHD Rulings/Medical Exceptions**

According to the NCAA’s Medical Exceptions Policy (which is part of its Drug Testing Program), the “NCAA recognizes that some banned substances are used for legitimate medical purposes.” Accordingly, the NCAA allows exceptions to be made for those student-athletes with a documented medical history demonstrating the need for treatment with the banned medication. Exceptions may be granted for substances included in the following classes of banned drugs:

- Stimulants
- Anabolic agents
- Beta blockers
- Diuretics
- Peptide hormones and analogues
- Antiestrogens
- Beta-2 agonists

No medical exception review is available for substances in the class of illicit drugs.

The NCAA has instituted a Medical Exceptions Process, which is outlined in detail in the NCAA Drug-Testing Program. The student-athlete must have complete documentation, including a letter dictated by the prescribing physician, on file at the student-athlete’s school. This documentation needs to include all pertinent physical and psychological tests related to the diagnosis and treatment of the condition.

Peptide hormones (hGH) and anabolic steroids prescribed for medical conditions require application for a medical exception by the NCAA in advance of participation. For additional information regarding medical exceptions, see NCAA Drug Exception.

In all cases, if a student-athlete does not meet the criteria for a medical exception, the student-athlete may request an appeal hearing of the positive drug test. In this case, the student-athlete’s eligibility will be suspended pending the outcome of the appeal.

All student-athletes must ensure they are in compliance with the NCAA Rulings, Six-Month Preparticipation Physical, and Sickle Cell Trait Screening. (Crew and rugby DO NOT need to follow the NCAA ADHD rulings.)

Questions should be directed to Mark Peluso, MD, medical director, College physician, and head team physician, at 802-443-5135; or Kelly Cray, director of sports medicine, at 802-443-5259. See also NCAA Drug and Medical Exception information provided by Middlebury’s Sports Medicine Department.

**NCAA Drug Testing**

The full text of the NCAA’s bylaws regarding testing and ineligibility for use of banned drugs is available at: [www.ncaapublications.com/productdownloads/D318.pdf](http://www.ncaapublications.com/productdownloads/D318.pdf). These provisions are summarized below. In the event that there is a discrepancy between the summary in this guide and the actual bylaws, please note that the bylaws will control. Please consult the full text of the applicable bylaws for complete information.

### A. Ineligibility for Use of Banned Drugs

According to NCAA Bylaw, Article 18.4.1.5, a “student-athlete who, as a result of a drug test administered by the NCAA, tests positive for use of a substance in a banned drug class . . . shall be declared ineligible for further participation in postseason and regular-season competition in accordance with the ineligibility provisions in this bylaw.”

“A student-athlete who, as a result of a drug test administered by the NCAA, tests positive for use of a substance in a banned drug class other than ‘illicit drugs’ . . . shall be charged with the loss of one season of participation in all sports, in addition to the use of a season of participation, pursuant to Bylaw 14.2.1 during the same academic year. The student-athlete shall remain ineligible for all regular season and postseason competition during the time period ending one calendar year (i.e., 365 days) after the collection of the student-athlete’s positive drug-test specimen and until the student-athlete tests negative.” NCAA Bylaw, Article 18.4.1.5.1

“A student-athlete who, as a result of a drug test administered by the NCAA, tests positive for use of a substance in the banned drug class ‘illicit drugs’ . . . shall be charged with the loss of competition during 50 percent of a season in all sports . . . The student-athlete shall remain ineligible from the time the institution is notified of the test result until the prescribed penalty is fulfilled, and the student-athlete tests negative.” NCAA Bylaw, Article 18.4.1.5.2

### B. Testing Positive on More Than One Occasion (Banned Drug Classes and Illicit Drugs)

“If a student-athlete who previously tested positive
for the use of a substance in a banned drug class other than ‘illicit drugs’ tests positive a second time for the use of a substance in a banned drug class other than ‘illicit drugs,’ he or she shall lose all remaining regular-season and postseason eligibility in all sports. If a student-athlete who previously tested positive for the use of a substance in a banned drug class other than ‘illicit drugs’ tests positive for the use of a substance in the banned drug class ‘illicit drugs,’ he or she shall be ineligible for competition for 50 percent of a season in all sports (i.e., 50 percent of the Bylaw 17 maximum regular-season contests or dates of competition). The student-athlete shall remain ineligible from the time the institution is notified of the test result until the prescribed penalty is fulfilled and he or she tests negative. NCAA Bylaw, Article 18.4.1.5.1.1

“If a student-athlete who previously tested positive for the use of a substance in the banned drug class ‘illicit drugs’ tests positive a second time for the use of a substance in the banned drug class ‘illicit drugs,’ he or she shall be charged with the loss of one additional season of participation in all sports, in addition to the use of a season of participation, pursuant to Bylaw 14.2.4.1, during the same academic year. The student-athlete shall remain ineligible for all regular-season and postseason competition during the time period ending one calendar year (i.e., 365 days) after the collection of his or her second positive drug-test specimen or until the period of ineligibility for any prior positive drug tests has expired, whichever occurs later. If a student-athlete who previously tested positive for the use of a substance in the banned drug class ‘illicit drugs’ tests positive for use of a substance in a banned drug class other than ‘illicit drugs,’ he or she shall be charged with the loss of one season of participation in all sports, in addition to the use of a season of participation, pursuant to Bylaw 14.2.4.1, during the same academic year. The student-athlete shall remain ineligible for all regular-season and postseason competition during the time period ending one calendar year (i.e., 365 days) after the collection of the student-athlete’s positive drug test specimen and until he or she tests negative.” NCAA Bylaw, Article 18.4.1.5.3.1

D. Appeals
“An institution may appeal a drug-test penalty to the Committee on Competitive Safeguards and Medical Aspects of Sports (or a designated subcommittee). The committee may reduce the legislated penalty to withholding the student-athlete from the next 50 percent of the season of competition or provide complete relief from the legislated penalty. If the committee requires the student-athlete to fulfill the legislated penalty, or be withheld from the next 50 percent of the season of competition in all sports, the student-athlete shall remain ineligible until the prescribed penalty is fulfilled and he or she tests negative.” NCAA Bylaw, Article 18.4.1.5.5

E. NCAA’s Drug Testing Program
Student-athletes may be subject to testing under the following circumstances:

• All student-athletes are subject to NCAA testing at NCAA championships.
• Student-athletes may be tested before, during, or after NCAA championship events.
• At NCAA team championships, student-athletes may be selected on the basis of position, competitive ranking, athlete’s financial aid
status, playing time, random selection, or other NCAA-approved selection method.

- For team championship testing, student-athletes may be selected from the official travel party roster, official gate/credential list, championship participation sheets, or official championship form.
- At NCAA individual championships events, selection of student-athletes may be based on competitive ranking, random selection, position of finish, or other NCAA-approved selection method.

For further information regarding the NCAA's Drug Testing protocols, please refer to the NCAA's Drug Testing Program.

**Tobacco Ban**
“The use of tobacco products by a student-athlete is prohibited during practice and competition. A student-athlete who uses tobacco products during a practice or competition shall be disqualified for the remainder of that practice or competition.” (See NCAA Bylaw, Article 17.1.6.3.)

**Gambling**

**NCAA Bylaw, Article 10.02.1:** “Sports wagering includes placing, accepting, or soliciting a wager (on a staff member’s or student-athlete’s own behalf or on the behalf of others) of any type with any individual or organization on any intercollegiate, amateur, or professional team or contest. Examples of sports wagering include, but are not limited to, the use of a bookmaker or parlay card; Internet sports wagering; auctions in which bids are placed on teams, individuals, or contests; and pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize.”

**NCAA Bylaw, Article 10.2.2:** “A wager is any agreement in which an individual or entity agrees to give up an item of value (e.g., cash, shirt, dinner) in exchange for the possibility of gaining another item of value.”

**NCAA Bylaw, Article 10.3:** “The following individuals shall not knowingly participate in sports wagering activities or provide information to individuals involved in or associated with any type of sports wagering activities concerning intercollegiate, amateur or professional athletics competition:

a. Staff members of an institution’s athletics department;
b. Nonathletics department staff members who have responsibilities within or over the athletics department (e.g., chancellor or president, faculty athletics representative, individual to whom athletics reports);
c. Staff members of a conference office; and
d. Student-athletes.”

**NCAA Bylaw, Article 10.3.1:** “The prohibition against sports wagering applies to any institutional practice or any competition (intercollegiate, amateur, or professional) in a sport in which the Association conducts championship competition . . . and in emerging sports for women.”

**NCAA Bylaw, Article 10.3.1.1:** “The provisions of Bylaw 10.3 are not applicable to traditional wagers between institutions (e.g., traditional rivalry) or in conjunction with particular contests (e.g., bowl games). Items wagered must be representative of the involved institutions or the states in which they are located.”

**NCAA Bylaw, Article 10.3.2:** “The following sanctions for violations of Bylaw 10.3 shall apply:

a. A student-athlete who engages in activities designed to influence the outcome of an intercollegiate contest or in an effort to affect win-loss margins (‘point shaving’) or who participates in any sports wagering activity involving the student-athlete’s institution shall permanently lose all remaining regular-season and postseason eligibility in all sports.
b. A student-athlete who participates in any sports wagering activity, through the Internet, a bookmaker or a parlay card, shall be ineligible for all regular-season and postseason competition for a minimum period of one year from the date of the institution’s determination that a violation has occurred and shall be charged with a loss of a minimum of one season of eligibility. If the student-athlete is later determined to have been involved in a later violation of any portion of Bylaw 10.3, the student-athlete shall permanently lose all remaining regular-season and postseason eligibility in all sports.”

For complete information regarding Middlebury’s sports medicine services, please refer to the sports medicine website.

**Training Room Procedures**

**A. Services for Student-Athletes**
The Sports Medicine Department will provide services 30 days prior to the start of, and during, a student’s intercollegiate competitive athletic season, to any student who is a member of an intercollegiate team. This policy also applies to club rugby and club crew.

The sports medicine staff will refer out-of-season student-athletes or any long-term in-season athletes who require assistance with management and rehabilitation of injuries to University of Vermont Health Network Physical Therapy, which operates a clinic in the Sports Medicine Department.

**B. Hours of Operation**
The hours of 2:30–4:30 p.m. are reserved for practice and game treatment of in-season athletes. No appointments are taken after 2:30 p.m. After 4:30 p.m., athletic trainers are at the various practice venues, with minimal staffing of the training room; therefore, only emergencies are seen at this time. In all other cases, in order to receive treatment or have an injury assessed, athletes must make an appointment between 10:00 a.m. and 2:30 p.m. on weekdays.

Weekend hours are determined by scheduled contests and no other service is provided. Appointments can be made by accessing your student portal.

**C. Clothing**
Athletes must bring clothing that will facilitate treatment in the training room (e.g., an athlete with a knee injury should wear shorts). Sports equipment in the training room is prohibited.

**Physical Exams/NCAA Annual Health Update and Demographic Form**

*All first-year and first-time intercollegiate athletes (including club rugby and crew) are required to have a physical exam no later than 6 months prior to the start of their competitive season.* The medical history and physical exam form is sent in May in a college email packet called Orientation Packet. These forms need to be returned to the health center by the end of July so that they can be reviewed by the staff and any deficiencies addressed. In addition, all athletes, first time or returning, must complete an NCAA annual health update and demographic form online, located in their student portal.
All forms must be completed before a student is allowed to participate. For more information see go/sportsmed.

Health Insurance/Sports Accident Insurance Policy
In response to new federal regulations, Middlebury College now requires all students enrolled in classes on the Vermont campus to either purchase the Student Health Insurance Plan offered by the College or sign a waiver indicating that the student is covered by a comparable U.S.-based plan. Students who do not sign the waiver will automatically be billed for College-sponsored health insurance. The waiver can be completed online at Arthur J. Gallagher & Co. In addition to the student’s plan or College-sponsored plan, as applicable, the College provides all its students with a $5,000 accident policy, which is secondary to the student’s plan or College-sponsored plan. Beyond the College’s accident policy, the College also carries a sports rider for all its intercollegiate sports teams up to the $90,000 NCAA minimum. This policy, as well, is secondary to the student’s plan or College-sponsored plan, as applicable, and only pays after the College accident and sports rider mentioned previously has been exhausted.

The Sports Accident Insurance Policy (Sports Policy), provided by Middlebury College, is offered on an “excess” basis to any other health insurance policy, such as the parent’s plan. This means that the Excess Sports Policy will always pay secondary to any other valid and collectible health insurance plan. It is the student-athlete’s responsibility to initially submit his/her medical claims to the primary insurance policy. Once payment is completed, the remaining balance of expenses not covered by the primary insurance is then submitted to the Excess Sports Policy and will be based on outstanding amounts (including/excluding applicable deductible).

For further information, please refer to Middlebury’s Athletic Insurance Policy regarding medical insurance coverage for athletic injuries.

Confidentiality
No communication between the counselors, physicians, athletic trainers, and student-athletes will be released beyond the health services except in cases of immediate danger or serious harm to someone, or when the student has provided written permission to release information.

When a student-athlete discloses information regarding a medical situation, the information should be considered confidential and not discussed with people other than medical professionals. No information should be discussed with team members regarding why a student-athlete is not participating, unless the student-athlete decides that they are willing to tell the team. Coaches should notify the certified athletic trainer responsible for their team about any concerns regarding the status of one of their student-athletes.

For complete information regarding Middlebury’s sports medicine services, please refer to go/sportsmed.

Academics

Missed Class Time/Explained Absences
The list of scheduled athletics contests has been approved by the Athletic Policy Committee of the Faculty (“APC”) acting under guidelines set forth in the Middlebury College Handbook. This list tells the faculty when legitimate absences from class may be expected because their students are involved in a sanctioned athletic event scheduled for that date. The APC regards these lists as informative. They are an explanation for an absence, but they do not imply that the student is excused from the obligations of a course or the class work missed. For further information on the distinction between explained and excused absences, please see the Middlebury College Handbook on Attendance and Guidelines for Handling Athletics—Explained Absences (www.middlebury.edu/about/handbook/ug-college-policies/ug-policies/academics/course-reg-course-conduct).

Although faculty members are expected to make their policy on course attendance clear at the beginning of each course, it is the individual student’s responsibility to consult with their instructor as to the effect of explained absences.
Student-athletes should be given a list of dates and times of scheduled games by their coach no later than the first day of classes in any term or semester in which they are involved in a varsity/junior varsity sport, or in the case of winter or spring sports, by whichever comes first, the first preseason meeting or the first day of practice (November 1 for winter, February 15 for spring). Student-athletes should compare each class schedule with their schedule of games. For any course in which there is a potential conflict between academic and athletic schedules, it is the student-athlete’s responsibility to contact the professor during the first week of class, or as soon as the scheduling conflicts are known (for example, in the case of winter sports that begin late in the fall term) and do the following:

• Identify times of conflict
• Together arrive at an understanding of how missed work/class might be made up

Please note:
• Professors will do their best to accommodate student-athletes’ needs within reason.
• The professor will make the final decision as to how the missed work is to be made up. In cases where the student-athlete approaches the professor at the beginning of term, it is the professor’s responsibility to arrive at this decision in time to drop/add in situations where the professor’s decision is unsatisfactory. There are some cases for which there may be no satisfactory makeup possible.
• Conflicts with official practices are also possible in the case of special class events, such as a guest lecturer. In such cases, student-athletes should discuss the situation with their professor and coach, and make a decision with full understanding of the ramifications of the decision.
• Student-athletes should resolve conflicts through discussions with their professor and coach. If there are difficulties, student-athletes should consult their Commons dean.

Note that missing a regularly scheduled class for a practice in no way constitutes an explained absence and is not expected or mandated by coaching faculty.

As team leaders, captains should encourage team members to meet with professors to discuss possible conflicts. Captains should ensure that team members are aware of these guidelines on explained absences and understand that the process is one of negotiation between the coach, student, and professor.

Academic Support
The Department of Athletics does not offer individual tutoring for student-athletes. However, student-athletes are strongly encouraged to take full advantage of the academic support offered by the College’s Center for Teaching, Learning, and Research. Plan ahead by making appointments in advance.

Faculty Affiliates
The Faculty Affiliate Program at Middlebury attempts to foster a better understanding of the mission and application of intercollegiate athletics at Middlebury, and how athletics supports the College’s educational mission. The program recruits faculty members from a variety of academic disciplines who volunteer to spend time with various teams.

Objectives:
• To enhance communication between faculty and students, and provide additional mentoring resources for student-athletes
• To provide faculty members with a more complete understanding of the mission and application of intercollegiate athletics and enhance their awareness of the responsibilities of Middlebury student-athletes

List of Faculty Affiliates

Community Service
Middlebury’s athletic teams routinely engage in community service, and it is expected that all student-athletes promote and support their team’s community service activities. In addition, community service opportunities are available through the Center for Community Engagement, which promotes and supports student engagement in their local, national, and international communities.
Facilities

Hours of Operation

| Facilities       | General Hours | Kenyon Arena | Pepin Gym | Nelson Rec Center | Virtue Field House |

Questions regarding the facilities or hours should be directed to Franklin Dean-Farrar or call 802-443-5250.

Use of Athletics Facilities

Everyone using the athletic facilities should enter through the main entrance of the Peterson Family Athletics Complex or the squash facility entrance. Facility use is for Middlebury College student, faculty, staff, and alumni ID cardholders only. Guests may accompany ID cardholders on a one-on-one basis only. Anyone using the field house complex must show their ID upon request of the student monitors. From 3:00–7:00 p.m. Monday through Friday, when classes are in session, the use of facilities is for Middlebury College student, faculty, and staff ID cardholders only. No alumni, guests, or faculty/staff children may use the facilities during these hours.

- Children of faculty and staff age 15 and under must be accompanied and supervised by an ID cardholder and may use the facility during off-peak times only. No children under the age of 12 are permitted in the Fitness Center, even if accompanied by an adult.
- Children of faculty and staff age 16 and over may use the facility during off-peak times by showing their parent’s college ID and proof of their own identity to the monitor at the front desk. They may not bring guests.
- When classes are in session, from 3:00 p.m. to 7:00 p.m., Monday through Friday, the use of the facilities is for Middlebury College student, faculty, and staff ID cardholders only. No alumni, guests, or faculty/staff children may use the facilities during these hours.
- A Middlebury College ID is mandatory for admittance into the Fitness Center and Natatorium.

Reservation of Athletics Facilities

To reserve an athletic facility for any team-related event, please contact Franklin Dean-Farrar at 802-443-5160 or fdeanfar@middlebury.edu. Tennis and squash court reservations can be made by using our online sign-up form. For questions, call 802-443-5250.

• Alumni and guests are required to sign in and out at the monitor’s desk.
For all other events, please contact the Department of Event Management.

*Note: Alcoholic beverages are not permitted in any athletic venue unless approved by the College in accordance with the College’s policies and Vermont State law. All inquiries and requests regarding alcohol-related events should be submitted to the Department of Event Management.*

**Equipment Room, Gear, and Lockers**

**In-Season Athletes**

Equipment, practice gear, and lockers will be issued at the beginning of the season to every student-athlete who has been cleared by their coach. Practice gear is laundered on a daily basis, Monday through Friday. There is no laundry service on weekends. Game gear is issued prior to each scheduled event and must be returned immediately following that event or upon return to campus after an away event. Failure to return game gear at this time may result in laundry service being suspended. After the last event of the season, all equipment and practice gear must be returned to the equipment room according to the procedures outlined by the equipment room. A student who fails to return equipment will be billed.

**Out-of-Season Athletes**

Out-of-season student-athletes can use the general locker room. They must provide their own lock, and they must remove the lock before they leave at the end of the school year.

**Hours of Operation**

Equipment room hours are 7:00 a.m.–3:30 p.m., Monday–Friday during the regular school year.

**Other Team-Related Policies**

**Overnight Recruiting Visits/Host Responsibilities**

When visiting campus, prospective student-athletes ("prospectives") are expected to adhere to the policies in the Middlebury Handbook. The role of the student-host is to provide the necessary support so that the prospective has a positive and safe experience during the visit. Student-hosts are expected to help prospectives understand that they should be respectful toward others and that they are accountable for their behavior. In addition, student-hosts are subject to the following:

- They must review and sign the prospective’s letter, and they must adhere to the rules stated therein.
- Student-hosts must comply with Middlebury’s Alcohol and Other Drugs Policy at all times. In addition, all student hosts, including those who are of legal drinking age, are prohibited from consuming alcohol during the prospective’s visit.
- Student-hosts are reminded that the legal drinking age in Vermont is 21; supplying alcohol to those who are underage and/or the use of or supplying of controlled/illegal substances are violation(s) of College policy and are punishable by law.
- The student-host must accompany the prospective at all times (unless other arrangements are made in advance with the coach). If the prospective possesses or consumes alcohol or banned illegal substances during the visit, or if any other issues, problems, or concerns arise in connection with the conduct or the well-being of the prospective, the student-host must immediately contact the Department of Public Safety and the coach or the assistant coach. If there is an emergency, please call the Department of Public Safety at 802-443-5911.

For safety and security reasons, the name and phone number of the prospective and the student host will be on file with the Department of Public Safety prior to the prospective’s visit. While on campus, prospectives are expected to carry identification with them. A picture driver’s license
or similar ID will suffice. Emergency medical treatment will be provided by the Emergency Room at Porter Hospital. Because of insurance issues, prospects cannot be treated on campus.

Student-Athletes on Campus During College Recess
Student-athletes who are required to be on campus while the College is in recess (e.g., Thanksgiving recess, December recess, winter term recess, spring recess) should be aware of the following policies and guidelines:

- The Department of Public Safety will grant access card privileges to all student-athletes who are approved to remain during recess or return early. Student-athletes should check with their coach to make sure that they are on Public Safety’s approved list.
- Coaches will inform their players of their approved residence hall return date during the recess (this date may be prior to the first practice date).
- Student-athletes should be aware that, when the College is closed, regular residential life staff support will not be available.
- Each student-athlete should designate a teammate who can check on them in the event of illness or injury.
- Student-athletes must clean up after themselves and put trash into the appropriate containers, etc.
- Student-athletes may not have guests or other students in the residence halls while the College is closed.
- Student-athletes who need support should contact their coach. Coaches are responsible for student life–related matters such as the following:
  - Handling changes in travel plans
  - Confirming approved arrival date
  - Assisting ill students with their meals
  - Arranging for transportation on or off campus
  - Parent notification
- Coaches must be notified immediately if the student-athlete’s arrival date changes. The coach will notify Public Safety of the new arrival date.
- Public Safety will notify the coach if there is any issue with a student-athlete.
- If a student-athlete is ill or significantly injured, the student-athlete should not be on campus during the recess. The College does not have the resources in place to assist ill or injured students during this time. Student-athletes should discuss this directly with their coach prior to returning to campus.

The Department of Public Safety will be working with minimum staffing levels during College breaks. However, Public Safety will respond to/assist with health and safety emergencies. The public safety officer can request an ambulance when necessary and can provide transport to the hospital when appropriate.

NESCAC Practice Regulations
Starting Dates
A. Fall
1. Football: The starting date for practice shall be in accordance with the number of practice opportunities as defined by NCAA regulations but will be limited to 17 practice opportunities. The end date shall be the second Saturday in November.
2. Cross country, field hockey, soccer, and volleyball: The starting date for preseason practice will be determined by counting back 13 practice opportunities from the second Saturday in September. There shall be counted two for each day prior to the first day of classes and one for each day after, excluding Sundays. The end date shall be the respective NCAA Championship selection date. A team selected for NCAAs may continue to practice while participating in the championship.
3. Golf, rowing, and tennis: September 7 or the first day of classes, whichever is earlier. The end date shall correspond with the end date for competition as listed above in II.C.3.a.

B. Winter
November 1 in all sports. The end date shall be the first full weekend in March or the respective NCAA/National Championship selection date, whichever is earlier. A team selected to participate in the NCAA/National Championship may continue to practice while participating in the championship.
1. Exceptions: Skiing
   a. Alpine skiing: May begin when snow is available before November 1. May continue if snow is available after the last meet of the season and all practice activities must adhere to NCAA limitations.
   b. Nordic skiing: Nordic skiing is limited to a maximum 19-week season with a common
start date no earlier than the first Monday in October. Practice may continue if snow is available after the last meet of the season.

C. Spring
February 15 in all sports.

Out-of-Season Practices
In accordance with NESCAC rules:
All out-of-season activity must be strictly voluntary and should never conflict with any academic obligation. Participation can never be a condition for making a team.

A. Permitted Out-of-Season Activities
1. Organizational meetings at which there is no coaching or physical activity.
2. Conditioning programs (see Out-of-Season Strength and Conditioning Activities in D. below).
3. Community service activities.
4. Educational programming; e.g., leadership education, alcohol education, hazing education.
5. Student-athletes may volunteer to work in sport-based clinics for youth under the following conditions:
   a. Clinics are conducted when classes are not in session, and
   b. Student-athletes work no more than two days in any given sport in an academic year.

B. Out-of-Season Organized Activities on Campus
1. Must be open and advertised to all students.
2. No coaches may be present.
3. These activities are a “free play” environment. They are not to duplicate a practice that would be led by a coach; there may be no scripting of activities.
4. Any equipment provided must be available to all students.
5. Contests with outside teams or other colleges are prohibited (including small-sided games/competition).
6. Reservation of facilities for specific sport practice is prohibited. Safety of participants and nonparticipants is the only condition under which facilities may be scheduled for a specific activity.
7. Exceptions:
   a. Skiing
      i) Alpine skiing may begin when snow is available before November 1. All practice activities must adhere to NCAA limitations.

ii) Nordic skiing is limited to a maximum 19-week season with a common start date no earlier than the first Monday in October.

b. Crew/Rowing
Practice and competition for crew will end on the first Sunday in November. If the first of November falls on a Saturday or Sunday, then the completion date will be the second Sunday.

C. Out-of-Season Activities Off Campus
Organized, institutionally supported and/or affiliated out-of-season practice and competition that take place off campus are prohibited. Individuals who choose to participate in athletics off campus do so at their own risk and may not infer from their participation that the activity is affiliated in any way with the institution. Individuals involved in competition out of season are not permitted to compete in the uniform of the institution; during the academic year, use any apparel or equipment received from the institution that includes institutional identification. Additionally, individuals are not permitted to receive support or expenses (transportation, meals, etc.) from the institution for the competition.

D. Out-of-Season Strength and Conditioning Activities
1. All out-of-season strength and conditioning activities are strictly voluntary.
2. Workout programs may be designed for student-athletes at their request.
3. Strength and conditioning coaches may teach a new program to a team on five occasions in the off-season. When a new program is introduced a student-athlete may request individual assistance from the strength and conditioning coach on one occasion to receive further instruction or clarification on the new program.
4. Strength and conditioning facilities cannot be reserved for a team or limited in use to a specific team.

E. Testing of Teams
Out-of-season physical fitness testing of teams by staff members is permissible under the following circumstances:
1. Fall teams: Testing may be done on the day preceding the official starting date of the season (one day only). In lieu of testing on the day preceding the official starting date, a single
practice not exceeding two hours in length may be conducted. Beyond the testing or the practice not exceeding two hours, no other athletically related activity may be conducted on that day (e.g., chalk talk, film review, walk-through). In the sport of football, if a team chooses to conduct a practice not exceeding two hours (in lieu of testing) on the day preceding the starting date that allows 17 practice opportunities, the NCAA acclimatization period will be extended by one day to six days (and helmets shall be the only piece of protective equipment players may wear during the first three days).

2. Winter and spring sport teams may conduct testing on one day no earlier than three (3) days prior to the permissible practice start date.

3. For single-segment fall and spring sports (baseball, field hockey, football, lacrosse, soccer, softball, and volleyball) one other one-day testing session is allowed. The testing may not take place in the six-week period preceding the start of the season and must fall within the NCAA nontraditional segment.

4. Testing for winter sports and two-segment sports (golf, rowing, tennis, and track) must occur during the playing and practice season under NCAA guidelines.

5. Sport skill testing is prohibited.

Team Travel
All student-athletes are required to conduct themselves in an appropriate and respectful manner at all times while traveling with their respective teams. Middlebury College student-athletes are subject to all Middlebury College policies at all times (including, but not limited to, Middlebury’s Alcohol and Other Drugs Policy).

Foreign Travel
In accordance with NESCAC rules, varsity athletic teams may participate in foreign travel under certain conditions. For additional information about the NESCAC Foreign Travel Policy, student-athletes should consult with their coach or the director of athletics.

Student Drivers
A. License
Middlebury College requires that anyone driving a College-owned, -leased, or -rented vehicle have a College driver’s license. Students driving College-owned, -rented, or -insured vehicles are subject to the College’s licensing program (www.middlebury.edu/offices/health/ehs/policies/driverslicense). In most cases, outside rental agencies require drivers to be at least 25 years of age.

B. Driving Classes
The first step in obtaining a Middlebury driver’s license is to attend a driver training class. This one-and-a-half-hour training program is required for anyone who will drive a College vehicle, including rental of a College passenger vehicle or 15-passenger van. There is no cost for the class.

In order to drive a 15-passenger van or larger vehicle, you must have had a valid state driver’s license for at least three years. A driving orientation (approximately one hour) is required.

Please refer to the training calendar for current offerings of driver training classes and road tests. See also 15-Passenger Van Safety Precautions.

C. Private Car Use
Whenever student-athletes use their private vehicle for travel, a Private Vehicle Travel Form must be completed and turned in to the athletics office prior to departure.

D. Request for Use of Vehicles
All requests for College vehicles must be made through the assistant to the director of athletics. Also, please note the following:

1. Inform Purchasing of any maintenance problems.
2. All vehicles traveling to the same contest must have cell phones in case of an emergency. Cell phone use must be in accordance with state law.
3. Return vehicles in the same condition (clean!) as when taken.
4. Gasoline must be purchased from the College supply, rather than purchased locally, when students are provided with a gasoline key at the time of rental.
5. In the event of a vehicle breakdown, contact Public Safety at 802-443-5911 and arrange to have the vehicle towed to the nearest dealer—Ford, Dodge, or Chevrolet.

E. Use of Seat Belts
Seat belts are required for all passengers in College-owned and/or -rented vehicles, particularly the 7- and 15-passenger vans.
F. Travel and Alcoholic Beverages
Under no circumstances will alcoholic beverages be allowed in any vehicle transporting Middlebury College students. It is the responsibility of the coach to ensure enforcement of this policy.

For further information, please contact Jen Kazmierczak, environmental health and safety coordinator, at 802-443-5726 or jkazmierczak@middlebury.edu, or consult the College’s Driver’s License Policy.

Fundraising
A. Spring Trips
If approved, funds required beyond established support are to be raised only in compliance with the following (see also Fundraising Policies and Regulations):
1. Direct solicitation of funds via campus mail is prohibited.
2. Individual students, student groups, or athletic teams may not solicit funds from parents or alumni without prior permission from College Advancement. Team members should make requests through their coach, who will proceed through the proper channels.
3. Each year, on a very limited basis, approval may be given for the distribution of advertisements of products or services for sale through coordinated mailings to parents. Students or student groups interested in participating in this type of fundraising activity must first contact the director of student activities. Only a limited number of such requests can be granted each year. These requests must be made at least six weeks in advance of the mailing date.
4. College-connected or public groups (private, nonprofit, or profit) are not allowed to use College directories for the purpose of solicitation.

B. Student Concessions
Recognized student organizations may distribute food in designated locations, as well as outdoor events, provided they have received prior approval from Student Activities (SA) and the director of Dining Services. The guidelines set forth in Sale and Distribution of Food on Campus must be followed when serving food.

C. Non-College Accounts
Athletics Department staff members and/or teams are prohibited from maintaining funds or accounts that are not subject to institutional control and/or review.

Dining Service Policies Relating to Athletic Teams
A. Board Plan
1. All requests for board plan dining services must be directed to the assistant director for dining. This does not include online requests for catering or early/open events.
2. All athletic staff will be required to submit an index code to gain access to the dining hall during preseason and on into the start of any semester.
3. Athletic recruits must show a meal coupon with the index of the sport, the name of the recruit, and the meal that the coupon is being used for to gain access to the dining. Coupons should be distributed by someone from the team they are visiting.
4. Other athletic clinic participants can be accommodated in the dining hall with a coupon that includes index, meal period, and name on it, or we can count through a number of attendees and then charge the team a single index for the full amount.
5. No other entitled meals will be offered to coaches, assistants, or referees.

B. Retail Food Operations
1. In order to eat in the Grille, teams or any member of the Athletics Department must obtain permission in advance and request meal tickets from the assistant to the director of athletics.
2. Requested late meals at the Grille due to a practice or game must be made in advance through the director of athletics. The assistant to the director of athletics will issue meal tickets.

C. Catering
1. All catered meals should be managed through CaterTrax or by talking with the events scheduling office to reserve the space and date and then the catering team to talk about the event.
2. All special requests for food and beverage should be directed to the catering team. This could include cambros of water and hot chocolate or food that is purchased through Dining Services and used as a fundraiser.

D. Early and Late Meal Policy
1. Early breakfasts will be at Ross Dining Hall (Monday–Friday, 6:00–7:00 a.m.); Proctor on Saturday and Sunday. Doors will open at 6:00 a.m. with Continental breakfast and the bag lunch
area, and the hot breakfast line will be available no later than 6:30 a.m. We are not able to open the Dining Hall any earlier than 6:00 a.m.

2. Early dinners will be at Proctor Dining Hall. Doors open at 4:00 p.m. and all hot and cold food will be available no later than 4:30 p.m. We are not able to open the Dining Hall any earlier than 4:00 p.m.

3. A $50 flat fee for any early breakfast or dinner will be posted to your index. Coaches have the link to the online form. Please let us know how many we should expect.

4. Dinner (after 8:30 p.m.): All late dinners will be taken at the Grille with meal tickets issued by the Athletics Department. Please contact the Grille staff in advance to let them know that the team is coming.

5. Dining Services requests that teams stay within the guidelines. For up-to-date dining schedules, please check go/dining.

E. Use of Off-Campus Caterers
1. All non-College caterers must be on Middlebury’s approved list of caterers.
2. Use of the Kirk operation must fall within the catering guidelines found here. www.middlebury.edu/system/files/media/Middlebury%20Catering%20Policy%20202017-JR-1.pdf.

Dining Services requests that teams stay within the guidelines. For up-to-date dining schedules, please check go/dining.

Media Requests
Student-athletes should not respond to any media requests (via e-mail, phone, mail, or otherwise) without first obtaining permission from Director of Athletic Communications Brad Nadeau, 802-443-5193 or nadeau@middlebury.edu.