



ATHLETICS

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Welcome to the 2024-25 academic year!

I hope that your experience this year is one that is rewarding and enriching. BHSU Athletics has an impressive record of success in both academics and athletics. A commitment to becoming your best self by striving for excellence in whatever you do – be it in the classroom, on the playing surface, or in your social life – will maximize your experience and make it profoundly meaningful. We are happy that you have joined us.

The BHSU Athletics Department is committed to creating an environment that allows for your success and development: we desire each athlete to experience a growth in the life of virtue, academic excellence, athletic success, and social well-being. All of these can come as the result of being a Yellow Jacket, if only you commit to attaining them. As a BHSU student-athlete, you are held to a high standard. When reviewing this handbook, please pay particular attention to the Student-Athlete Code of Conduct which outlines our expectations for you. Such expectations have in mind the officially declared values and mission of Black Hills State University, as well as considerations from our dedicated and supportive staff.

You have an amazing opportunity during your time at BHSU, and I encourage you to take full advantage of it. I can't express how excited I am that you are here, and I look forward to getting to know you and watching your development within our athletics program.

Fear the Sting!

Mark Nore
Director of Athletics

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Student-athletes at BHSU must abide by all rules and guidelines set forth in the Black Hills State University Student-Athlete Handbook. Each year, all student-athletes will be asked to electronically sign a statement indicating they have received, read, and understood all the rules and regulations contained in the handbook.

Each head coach has established team rules for their individual sport. Such rules may be stricter (but never less strict) than general athletic department rules. Student-athletes will always be held to the stricter standard.

The NCAA Division II Manual is at times cited in this Handbook. Please refer to the Manual, and not the Handbook, in the event that the Manual has been updated since the time of drafting and/or publication of this Handbook.

The Handbook, while thorough, may not cover every possible situation. The Athletic Department reserves the right to update the Handbook at any time, for any reason, to accommodate any situation.

STUDENT-ATHLETE CODE OF CONDUCT

INTERPRETATION OF THE CODE OF CONDUCT

The Athletic Director (or designee: first the Assistant Athletic Director for Compliance, and then the Assistant Athletic Director for Student-Athlete Success) has complete discretionary authority to interpret the Student-Athlete Code of Conduct. This code may be modified at any time. Student-Athletes are responsible for keeping themselves informed of the requirements of the Code of Conduct. Ignorance of any policy is not grounds for a lack of adherence. To facilitate reading the Code, this Code is a condensed version of the full Student-Athlete Code of Conduct. Unless you specifically request the full code, by signing this abridged version, you are consenting to the information contained in the full version which is kept on file in the Compliance Office and available upon request.

PHILOSOPHY

Membership on an athletic team at Black Hills State University is considered a privilege. To maintain membership, student-athletes must demonstrate good sportsmanship, honesty, integrity, and respect for others. Student-athletes must abide by all university policies, team rules, RMAC and NCAA regulations, and applicable local, state, and federal laws.

Student-athletes, as representatives of the university, are among the most visible students on campus and in the community. Because of America's fascination with sports, and those who play, a unique platform exists to be a role model, mentor and/or spokesperson. The university, the athletic program, and the student-athlete all benefit from this exposure. However, this platform brings with it a set of privileges and responsibilities. Personal deportment of student-athletes, both on and off campus, becomes public knowledge.

To this end, a standard of ethical conduct and behavioral expectations has been adopted for all student-athletes at BHSU, as outlined in this Code of Conduct. Violations of this code may result in disciplinary action.

BLACK HILLS STATE STUDENT CONDUCT CODE

Black Hills State University has a Student Conduct Code which all students must abide by. By virtue of admission and enrollment at BHSU, all student-athletes have already consented to follow this code. This code can be found online at https://www.bhsu.edu/Student-Life/_docs/Student-Handbook.pdf. In addition to the policies set forth in the Student Code of Conduct, the Student-Athlete Code of Conduct contains additional, athletics-specific standards which all athletes agree to abide by. In the event of a contradiction between the Student Code of Conduct and the Student-Athlete Code of Conduct, the stricter standard will always be applied. Student-athletes will be held accountable for conduct that is detrimental to the university and the athletic department. Serious consequences and punishments may follow the student-athlete who embarrasses, disgraces, or discredits BHSU in any way, especially as set forth in this Code.

RESPONSIBLE CITIZENSHIP & THE LIFE OF VIRTUE

One of the primary purposes of a university is to educate young men and women to be responsible and productive citizens of high virtue. A virtue is a habitual and firm disposition to do the good. The virtuous man pursues the good and chooses it in concrete actions, leading to ease, self-mastery, and joy in leading a morally good life. It is important to remember that the virtues are acquired by human effort: part of the university experience, and especially the student-athlete experience, is to foster opportunities to grow in virtue. Student-athletes are in a unique position to grow in the life of virtue, and with their special status in our sports-loving culture, have a unique responsibility to attain and model it.

The object of the will is the good. The good, as it were, calls us towards itself. Our wills hear the call and choose to follow it. Since we only choose things which we perceive to be good, the problems come when we misperceive what is *truly good* and what is merely an *apparent good*. Fortunately, unlike the animals who lack reason, we have the capacity to reason: we can use our minds to judge what is truly good, even if our passions sometimes battle us against it. This battle presents a case of difficulty leading to achievement, if we struggle well. Athletes have, in a peculiar sense, the chance to live this in their everyday life of practice and training. Done properly, regular practice in self-denial through participation in athletics will translate to the moral life, resulting in virtues such as humility, obedience, meekness, patience, hope, chastity, and charity. Student-athletes, as models in the community and for the youth, have a special duty to grow in these and other virtues.

"Excellence is an art won by training and habituation. We do not act rightly because we have excellence, but we rather have this because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit" (Aristotle).

Accordingly, student-athletes are expected to:

- Abide by all government laws and university regulations, and athletic department rules;
- Accept personal responsibility to exercise good judgment and self-discipline on and off the playing surface and on and off campus;
- Take seriously the duty of being a good role model, including prudent personal associations, and of exerting a positive influence on others -- especially young people;

- Honorably represent oneself, one's team, and the university by exhibiting modesty in dress and behavior while playing in and traveling to and from sports events;
- Present a positive demeanor at all times on and off the campus;
- Volunteer to help in the community;
- Show respect for all members of the university and the community;
- Treat people with civility and cooperate with people in authority;
- Refrain from and be intolerant of physical abuse, harassment and intimidation;
- Demonstrate responsible citizenship and good sportsmanship.

Individuals employed by, or associated with, a member institution to administer, conduct or coach intercollegiate athletics, and all participating student-athletes, shall always act with honesty and sportsmanship. Intercollegiate athletics departments and employees shall represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports. The university is proud of its well-earned reputation as a high-quality regional institution of higher education and is resolute about protecting its integrity. Student-athletes will be held accountable for conduct that is detrimental to the university and the athletic department. This means that one shall not embarrass, disgrace or discredit Black Hills State University in any way, and there may be serious consequences for anyone engaging in such behavior.

The rest of this Handbook is to be read in light of the above given hermeneutic of virtuous living.

ACADEMIC RESPONSIBILITIES

In keeping with the mission of the university, a priority for the Athletics Department is to augment and support every effort that will foster intellectual development for student-athletes. Additionally, a special emphasis is placed on graduation. While several levels of support exist within the academic and student-life structure of the university, the ultimate responsibility for academic excellence lies on the student-athlete. Personal responsibility will prove essential for the student-athlete to excel in the classroom. Among other responsibilities, student-athletes must:

- Set a primary goal of graduating with a Bachelor's (or Master's) Degree;
- Seek early assistance from instructors and Academic Support Services, especially when struggling;
- Be a responsible participant in each class, which includes attending, being prepared, completing requirements, and participating at the level expected of all students;
- Meet with advisors and other faculty and staff as required;
- Maintain GPA & PTD eligibility standards per RMAC and NCAA legislation;
- Adhere to SDBOR and University policies regarding academic integrity.

ATHLETIC RESPONSIBILITIES

As ambassadors of the university, student-athletes must:

- Behave with dignity, respect, and good sportsmanship during practices and competitions;
- Dress modestly at all times: in the training room, gym, field, track, or any other public area;

- Adhere to all RMAC and NCAA rules and regulations;
- Look for ways to encourage and appreciate quality play and effort, regardless of whether it's exhibited by a teammate or an opponent;
- Comply with individual sport team rules, as established by the head coach and/or Athletic Administration.

While intense game conduct is certainly a part of intercollegiate sports contests, a student-athlete should never demean the dignity and individuality of the opponent. To this end, student-athletes are expressly prohibited from engaging in the following behavior at any intercollegiate sporting events, that is, they must not exhibit:

- Inappropriate behavior with the intent to demean opponents, game officials, and fans;
- An intent to incite crowd hostility;
- Vulgar language or gestures.

HEALTH AND MEDICAL RESPONSIBILITIES

Student-athletes agree to abide by all health and medical responsibilities as communicated by the Athletic Training Staff. This may include submitting certain paperwork, performing certain physical therapy exercises, and other responsibilities.

Indeed, participation in athletics is contingent upon medical approval by the athletics team physicians and the sports medicine staff. Student-athletes are required to show evidence of proper medical insurance and provide a current medical history for the sports medicine staff and/or team physicians. Participation is required in all department-sponsored student enhancement seminars or functions, which may include but are not limited to counseling and drug testing. Student-athletes are expected to keep themselves in top physical condition and are responsible for continuing training programs prescribed by medical and coaching staffs.

All student-athletes, without exception, are subject to the Substance Abuse Policy & Testing Procedures form kept on file in the Athletic Training Office.

ALCOHOL AND DRUG USE

Alcohol consumption is highly discouraged for all student-athletes. South Dakota state law sets the minimum age for the purchase and drinking of alcoholic beverages at 21 years of age. Underage drinking is a violation of this Code of Conduct. The use of illegal and/or performance enhancing drugs is totally inconsistent with and is violation of this Code of Conduct. The Athletics Department will not tolerate the use of these dangerous products. Occasional drug testing must be consented to for any student-athlete to participate in BHSU Athletics. With this stated, amnesty policies in place by the SDBOR may apply to student-athletes, which means that student-athletes should never delay seeking medical attention in the event of drug or alcohol-related emergencies.

Please refer to the BHSU Substance Abuse Policy form for more information on Alcohol and Drug use.

TOBACCO & BANNED SUBSTANCES

NCAA regulations prohibit the use of all tobacco products by student-athletes during practice and competition. The BHSU Athletic Department upholds this standard and applies it to any University sponsored function.

The NCAA has adopted a list of banned drugs and other substances. This list is provided to all student-athletes at the fall eligibility meetings along with the NCAA's Drug Testing Consent form. A copy of this list is also available on the NCAA's website at www.ncaa.org.

Student-athletes may lose seasons of competition because of testing positive on a drug or banned-substance test. The penalty for missing a test may be the same as the penalty for testing positive.

COMPLIANCE RESPONSIBILITIES

Student-athletes must participate in all mandatory education programs. They must assist Athletics Department Administration in certifying eligibility and NCAA compliance issues by providing information whenever sought.

- Student-athletes are responsible for notifying the Compliance Office if they know of or suspect the violation of any NCAA rules – by themselves or by others;
- Student-athletes should be aware that they are prohibited under NCAA rules from receiving extra benefits as defined by NCAA legislation;
- It is an express violation of NCAA rules for a student-athlete to solicit or place a bet on any intercollegiate athletic team, to accept a bet on any team representing the university, to alter performance or to provide information benefiting individuals involved in organized gambling activities or intercollegiate athletic competition;
- The abuse of a student-athletes' complimentary admissions is a violation of this Code of Conduct.

Violations of these and any other applicable BHSU, RMAC, and/or NCAA rules will be considered violations of this Code of Conduct. Please visit the Compliance Office with any questions.

PROCEDURES FOR HANDLING VIOLATIONS OF THIS CODE OF CONDUCT

Allegations of violation of the Code of Conduct may come from several sources. In those cases involving NCAA rules or legal issues, the head coach, Director of Athletics and Athletics Compliance Office must be notified. The head coach is responsible for reviewing Code of Conduct violation allegations and determining if a violation occurred. If a violation did occur, a report must be filed with the Director of Athletics and the Athletics Compliance Office. This report will list the pertinent facts and the action taken or penalties recommended by the head coach. The head coach, subject to review and approval of the Director of Athletics, may bar a student-athlete from participating in team activities for a prescribed period of time for violations of the Student-Athlete Code of Conduct. This sanction shall be imposed as soon as the head coach notifies the student-athlete of the violation, gives the student-athlete a chance to explain what happened, and

determines that a sanction is justified after consideration of the student-athlete's statement. Subject to review and approval by the Athletic Director and Compliance Office, violations may result in:

- Probation, ineligibility to practice, ineligibility to start in contests, sitting out games, suspension and/or permanent dismissal from the team;
- A reduction, non-renewal, or total loss of athletic aid.

In addition, student-athletes may be required to participate in assistance programs to address behavioral problems. The sanction for any violation shall be subject to the review and approval of the Director of Athletics. In cases involving NCAA violations, the Compliance Office is responsible for the investigation and submission of findings. Once it has been determined that a violation has occurred, the student athlete may be suspended from competition and/or other team activities pending review and resolution of recommended penalties by the Director of Athletics.

For more information about violations of the Code of Conduct, see the final pages of this Handbook in the section "DISCIPLINARY POLICY".

ATHLETICALLY RELATED FINANCIAL AID

Failure to abide by the Code of Conduct may result in non-renewal, reduction, or cancellation of athletic aid, pursuant to NCAA legislation. Student-athletes will be given written notice of the proposed decision, and will have the right to an appeal hearing per NCAA regulations.

PROCEDURES FOR DEALING WITH CRIMINAL VIOLATIONS

All sanctions will be commensurate with the severity of the violation as determined by the head coach and Director of Athletics. Outsourced evaluations and/or assistance programs may be utilized to address behavioral problems. Each violation will be viewed separately by the head coach and the Director of Athletics on an individual basis.

HAZING

BHSU does not approve of Hazing. Hazing is a violation of this Code of Conduct. See approved NCAA guidelines on Hazing at <https://www.ncaa.org/sports/2016/9/26/addressing-student-athlete-hazing.aspx> and <https://www.ncaa.org/sports/2016/7/27/hazing.aspx>

SOCIAL MEDIA

Social media accounts, if they are to be used by student-athletes at all, must be appropriate and reflect the values and mission of Black Hills State University. The malicious use of any online social network is a violation of this Code of Conduct. This includes but is not limited to the use of derogatory language, demeaning statements, and incriminating photos or statements depicting hazing, sexual harassment or misconduct, vandalism, stalking, underage drinking, illegal drug use, profanity, or any other inappropriate behavior. Sharing, liking, or otherwise disseminating

pornographic content is a severe violation of this Code of Conduct. These and any other such malicious use of social media may result in disciplinary action by the head coach and/or Director of Athletics. This policy, in addition to any policies established by head coaches, is to be used as a guideline and is consistent with policies established by BHSU which apply to all students.

Violations of Department and University policy or evidence of such violations in the context of social networks or digital platforms are subject to investigation by law enforcement agencies. Ignorance of these regulations does not excuse student-athletes from adhering to them.

FIREARMS

Black Hills State University has a firearms policy which is in effect for all students, not just student-athletes. This policy comes from the South Dakota Board of Regents, so this policy impacts all students in the SDBOR, not just BHSU students.

- Firearms may be kept on campus in a vehicle, provided that they are unloaded, cased, and hidden from view in a locked vehicle;
- Firearms may be stored in the Public Safety Office;
- Firearms may not be stored in a dorm room or carried on campus.

Per BOR policy, dangerous weapons that are not allowed on campus include, but are not limited to the following: handguns, gas guns, metal knuckles, gravity knives, knives with blades longer than five inches, and switchblade knives, firearm silencers, machine guns, short rifles, short shotguns, blowguns, bow and arrows, slingshots, B.B. guns, pellet guns, air guns, stun guns, and paint guns. Students offending this standard risk suspension from the university. Ammunition is not permitted in the residence halls.

Off campus and in the surrounding community, firearms are generally allowed per South Dakota state law. All firearms must always be used responsibly, such as for:

- Lawful hunting, shooting, & target practice;
- Reasonable and necessary protection of self & others.

TITLE IX AND/OR CRIMINAL INVESTIGATIONS

At any instance in which a student-athlete is involved in a Title IX and/or criminal investigation, the coach may choose to suspend the student-athlete indefinitely from all team activities.

Student-athletes must report all such violations of conduct to the head coach within 24 hours of the misconduct. It is the belief of the BHSU Athletics Department that, if an evil is committed by a student-athlete, it is better for the student-athlete to promptly confess their own wrongdoing than for the Athletics Department to find out about the incident through another source.

SPORTSMANSHIP

Sportsmanship shall be defined in accordance with the standards of the NCAA, the RMAC, and the BHSU Department of Athletics. In general, a person exhibiting sportsmanship is one who can take a loss or defeat without complaint, a victory without gloating, and who treats opponents with fairness and courtesy.

All student-athletes shall represent themselves, their team, the Athletics Department, the university and the community with the highest level of sportsmanship. The department takes sportsmanship very seriously and any student-athlete displaying unsportsmanlike conduct can face penalties imposed by the officials as well as possible additional penalties imposed by the head coach or Director of Athletics.

The NCAA Sportsmanship and Ethical Conduct Committee has developed the following definitions for sportsmanship and ethical conduct:

- Sportsmanship is a set of behaviors to be exhibited by student-athletes, coaches, game officials, administrators and fans in athletics competition. These behaviors are based on values, especially respect and integrity.
- Ethical conduct is a set of guiding principles with which each person follows the letter and spirit of the rules. Such conduct reflects a higher standard than law because it includes, among other principles, fundamental values that define sportsmanship.

ANNUAL DISCLOSURE OF SERIOUS MISCONDUCT FORM

Any current or incoming student-athlete in the South Dakota Board of Regent system invited to participate in an organized and competitive sport will be required to complete the Student-Athlete Annual Disclosure of Serious Misconduct Form.

Institutions will take reasonable steps to confirm, review, and verify whether incoming, continuing, and transfer Student-Athletes have been held responsible through a Title IX, student conduct, or other proceeding, or a criminal conviction for Serious Misconduct and whether there are any incomplete or pending proceedings.

The institution will designate Institutional Intercollegiate Athletics Department personnel to receive Annual Disclosure forms, verify that Student-Athletes have met the Annual Disclosure requirements and that all forms are fully completed, and make assurance of compliance with the requirements of this and NCAA policies. Forms indicating that Serious Misconduct occurred, or that are observed to contain inaccurate disclosures, will be forwarded to the Institution's Title IX Office for further review, with notice to the student-athlete.

STUDENT-ATHLETE EMPLOYMENT

There is no limit on the earnings student-athletes can receive from employment opportunities, provided they are compensated only for work actually performed and at a rate of pay comparable to the going rate in the employer's locality for similar work. Transportation to and from the job

cannot be provided unless it is the employer's established policy to transport all employees to and from the job site.

Student-athletes can receive compensation for teaching or coaching sports skills or techniques in their sport. Such employment is subject to the following conditions: Fees are paid by the lesson recipient (or recipient's family) and NOT any other individual or entity.

JACKET ACADEMICS

ACADEMIC ELIGIBILITY REQUIREMENTS

All Black Hills State University student-athletes must be enrolled in a full-time program of studies. Generally, this means being enrolled in at least 12 semester hours. This is required to practice or compete, and limited exceptions exist. Those who are in their final semester and need fewer hours to earn their degree, as well as graduate-level students, are typically the only student-athletes allowed to take fewer than 12 credit hours per semester.

Student-athletes must be in good academic standing and meet NCAA grade-point average requirements to represent Black Hills State University in intercollegiate competition. The required GPA needed at the start of each semester of collegiate is a 2.0, though some programs of study may have higher requirements. The stricter requirement will always be applied in determining eligibility. In addition to the degree progress requirements listed below, student-athletes must pass at least nine degree-applicable credit hours during each regular academic term of the academic year to be eligible to compete during the next regular academic term. The progress toward degree requirements are given in NCAA Division II bylaw 14.

Generally, per NCAA legislation, all BHSU student-athletes must:*

- Be enrolled in 12+ credit hours per semester;
 - Must pass 9+ per semester, with 24+ each year and 18+ from the Fall and Spring (maximum of 6 in the summer);
- Maintain a 2.0+ cumulative GPA (or the minimum established by their program of study, whichever is higher);
- Declare a major by their 5th semester of full-time enrollment;
- Meet progress-toward-degree requirements;
- *Some limited exceptions apply. Visit Compliance Office with questions.

Student-athletes are not allowed to withdraw from a course after the initial drop/add period without the approval of the Faculty Athletics Representative and the appropriate head coach, as this can impact eligibility and graduation tracks. Repeating courses can also impact eligibility. The head coach, FAR, and Compliance Office should be informed any time a student-athletes wishes to change their schedule. Never drop below 12 credits.

MISSED CLASS POLICY

BHSU Athletics has pledged that, under normal circumstances, student-athletes will not miss class due to team meetings, strength and conditioning workouts, or practice. Coaches are encouraged to schedule contests in a manner so that the team will miss the least amount of class time. Coaches are also encouraged to arrange travel so that the least amount of class time will be missed.

Student-athletes are required to communicate absences due to sports travel with their professors. Outside of this exception, student-athletes pledge to attend their classes. Failure to do so without a legitimate reason (sick, funeral, etc.) may result in any number of penalties, including ineligibility and, eventually, cancellation of aid.

Please contact the Faculty Athletic Representative with any questions or concerns.

ACADEMIC SUPPORT SERVICES

The ultimate responsibility for academic success lies on the student-athlete. That said, BHSU offers numerous support services that student-athletes should take advantage of. Student-athletes should ask their coaches for more information about the various academic support services and tutoring options available on campus.

NCAA COMPLIANCE INFORMATION

AMATEURISM

To compete in intercollegiate athletics, a student-athlete must maintain his/her amateur status. The following are examples of activities that may result in the loss of amateur status and intercollegiate athletics eligibility:

- Receiving payment in any form for use of athletic skill in that sport;
- Accepting a promise of pay even if payment is to be received following the completion of participation in intercollegiate athletics;
- Signing a contract or committing to play professional athletics;
- Competing on a professional team regardless of whether or not payment was involved;
- Entering into a professional draft;
- Reaching an oral or written agreement to be represented by an agent.

NAME, IMAGE, AND LIKENESS

NCAA college athletes may benefit from their name, image and likeness (“NIL”). While NCAA rules remain in effect, including prohibitions on pay-for-play and improper recruiting inducements, NIL activities protected by state law will not impact eligibility. The State of South Dakota has not passed any legislation on NIL related matters.

Subject to other applicable governing laws, policies, and procedures, Student-Athletes may externally promote their own business; promote a corporate entity (e.g. brand ambassador, social media influencer); establish their own professional sports service, such as a camp or clinic; make

appearances and receive compensation; sign autographs and receive compensation; and similar activity that does not infringe upon the University's property rights and obligations.

- Student-Athletes must comply with the governing provisions and refrain from accepting compensation in exchange for athletic performance, participation, or inducement for enrollment.
- Student-Athletes may have representation by an agent for NIL purposes, but they must be registered with the State of South Dakota and follow all reporting requirements.
- University staff members will not be involved in arranging or providing compensation in violation of conflict-of-interest policies, pay-for-play, achievement, compensation for work not performed, or impermissible inducements.
- The University will prohibit Student-Athletes from opportunities that violate existing institutional sponsorship agreements, are unlawful, or are not in conformity with applicable governing provisions.
- Employees affiliates and boosters are prohibited from creating or facilitating compensations opportunities as a recruiting inducement, extra benefit to remain enrolled at the University, for play or achievement, or for work not performed.
- Express written permission of the University is required to use the SDBOR's or University's intellectual property, including, but not limited to the University's name, jersey, uniform, marks, and logos.
- Student-Athletes may not promote any third-party or third-party branding during official University events and activities without the University's express, written consent.
- Student-Athletes may consent in writing to use of their NIL by the University in conformity with applicable provisions.
- The University may support education and educational experiences in areas such as financial aid, debt management, budget information, time management, and related information.
- If a Student-Athlete enters a relationship in a Prohibited Sponsorship Category, the Student-Athlete will be required to terminate such relationship immediately. Prohibited Sponsorship Categories are identified as being in direct conflict with the University mission; damaging to the name, image, or reputation of the University; conflicting with current or contemplated future University relationships; or for any other reason determined in good faith by the University.
- Allegations of Student Conduct Code violations or grievances or misapplication or misinterpretation of policies will be handled in accordance with applicable grievance policies.

Procedures:

- All Student-Athletes will receive NIL education each fall from the University's Athletics Compliance department.
- Student-Athletes who enter a contract, agreement, or transaction for compensation for the use of their NIL are required to disclose the activity to the University's Athletic Compliance department with three (3) business days of signing the contract or agreement. Student-

Athletes are strongly encouraged to have the activity approved by the Athletics Compliance department in advance to avoid an NCAA or institutional violation.

- New Student-Athletes at the University will be required to disclose existing contract for compensation related to NIL that we previously entered prior to enrollment.
- Failure by a Student-Athlete to disclose any contracts fully and accurately (i.e. oral, written, implicit) will subject the Student-Athlete to disciplinary action, up to and including loss of Grant-In-Aid and/or expulsion.

I acknowledge that my institution, or a designee of my institution, may review the accuracy of this information, and I consent to any investigation, review, or audit. I acknowledge that inaccurate or incomplete disclosure, or failure to cooperate could support a reasonable conclusion that compensation I received constituted an inducement to attend or remain enrolled at a specific school, a substitute for pay for athletics performance or participation, or an otherwise illegitimate source of compensation for use of my name, image, and likeness.

Please contact the Compliance Office with questions. For more details, see SDBOR Policy 8.3, the 2023-2024 Student-Athlete Handbook, or applicable NCAA Division II bylaws.

EXTRA BENEFITS

An extra benefit is any special arrangement by a BHSU employee or booster to provide a student-athlete or the student-athlete's relative or friend, a benefit not expressly authorized by NCAA legislation. Receipt of a benefit by a student-athlete, or his/her relative or friend is not a violation if it can be determined that the same benefit is generally available to all BHSU students or is available to a particular segment of the student body on a basis unrelated to athletics ability. As a student-athlete, ask the following questions prior to accepting any type of benefit: Is this something that is generally not available to the public or to BHSU students? Am I receiving this benefit because I am a student-athlete? If you can answer "yes" to either of these two questions, then the benefit is likely going to be considered an extra benefit under NCAA legislation.

More specifically, boosters, coaches, Athletic Department staff and/or University employees are not allowed to provide student-athletes with any extra benefits or special arrangements, such as:

- Room, board, or transportation for family or friends to visit campus or attend an away game;
- Use of an automobile or provision of any type of transportation (except as specified below);
- Use of cell phones, telephone access codes or credit cards for free long distance calls;
- Cash or special discounts, payment arrangements or credit on goods or services;
- Loans of money in any amount or signing or co-signing a loan or note to arrange a loan for any purpose;
- Use of personal property (e.g. ski condo, summer home, car, boat, equipment, computers, stereos, etc.);
- Gifts for holidays, birthdays or any other occasion; and
- Free or reduced-cost services or goods (e.g. movies, haircuts, dry cleaners, restaurant meals or food, tickets, etc.).

It is permissible for a booster to:

- Invite a student-athlete to his/her home for a meal on an infrequent and special occasion (must be provided in the home and not at a restaurant); booster can provide transportation for the student-athlete to the home but may not provide the student-athlete with the use of his/her vehicle; invitation must be approved in advance by the head coach and the Compliance Director.
- Hire a student-athlete for a bona-fide employment opportunity; salary must be based on actual work performed and at a rate of pay comparable to the going rate for similar work; all employment during the academic year must be approved by the Compliance Director; and
- Entertain student-athletes at away contests provided the entertainment includes all team members and has been approved by the Compliance Director.

It is permissible for an Athletic Department coach or staff member to provide reasonable local transportation to a student - athlete on an occasional basis. It is also permissible for an Athletic Department coach or staff member to provide a student-athlete with a meal on an infrequent and special occasion at either the coach's or staff member's home or at a local restaurant, provided such meal has been approved in advance by the Compliance Director.

ATHLETIC SCHOLARSHIPS

According to NCAA regulations, an athletic grant-in-aid is limited to bona-fide educational expenses including tuition, fees, room, board and the use of required textbooks. Each athletic program has a specific number of athletic grants-in-aid with limits set forth by the NCAA, the RMAC, and BHSU. An athletic grant-in-aid is awarded for a term of designated length, not to exceed one academic year. The allocation of each award is at the discretion of the head coach under the general supervision of the Compliance Office and Director of Athletics. NCAA, RMAC, and institutional limitations apply to each sport and vary accordingly. The procedures for administering the athletic grant-in-aid, however, are the same for every student-athlete.

To comply with NCAA regulations, a student-athlete will be notified of the renewal, reduction, or nonrenewal of his or her athletic grant-in-aid no later than July 1 prior to the academic year for which it is to be effective. In the case of non-renewal or reduction of athletic grant-in-aid, the student-athlete will be given the opportunity to appeal per NCAA and University guidelines. Accordingly, the student-athlete will have the right to request a hearing before university personnel charged with conducting such a hearing within 30 calendar days of receiving a student-athlete's written request.

In order for an athletic grant-in-aid to be valid, a copy of the signed tender must be on file with BHSU's Department of Athletics as well as the institutional Financial Aid Office.

Per NCAA Bylaw 15.5.4.1, a student-athlete's athletic grant-in-aid can be reduced or canceled during the period of the award if the student-athlete:

- Renders him/herself ineligible for intercollegiate practice and/or competition;
- Fraudulently misrepresents any information on an application, letter of intent, financial aid agreement, or any document;
- Engages in serious misconduct warranting substantial disciplinary penalty; or
- Voluntarily withdraws from a sport for personal reasons.

A student-athlete whose athletically related financial aid is reduced or canceled during the period of the award has the right of appeal. Notification will come from the institutional Financial Aid Office and will also include information on how to appeal, if so desired, in accordance with NCAA regulations. Should the student-athlete wish to appeal their reduction or cancellation of athletically related financial aid, they will notify the Financial Aid Office with their intent to do so within the time period allotted within the notification letter. The Director of Financial Assistance will then contact the student and the other members of the committee to schedule a hearing within 30 calendar days of the student-athlete's written request. All decisions rendered by the committee are binding and final.

REDSHIRT

14.2 Seasons of Competition: 10-Semester/15-Quarter Rule. A student-athlete shall not engage in more than four seasons of intercollegiate competition in any one sport (see Bylaws 14.02.10 and 14.2.2).

14.2.2 Ten-Semester/15-Quarter Rule. A student-athlete shall complete their seasons of participation during the first 10 semesters or 15 quarters in which the student is enrolled in a collegiate institution in at least a minimum full-time program of studies, as determined by the regulations of that institution.

Essentially, student-athletes may compete in four seasons of competition, and this must be done within the first 10 semesters of full-time enrollment. Most often, this looks like a freshman joining the roster, only practicing but not competing for their first year, and then playing four seasons after that.

MEDICAL HARDSHIPS

14.2.5 Hardship Waiver. A student-athlete may be granted an additional year of competition by the conference or the Committee on Student-Athlete Reinstatement for reasons of "hardship." Hardship is defined as an incapacity resulting from an injury or illness that has occurred under all of the following conditions: (Revised: 1/14/02 effective 8/1/02)

(a) The incapacitating injury or illness occurs in one of the four seasons of intercollegiate competition at any two-year or four-year collegiate institution; (Revised: 1/10/92 effective 8/1/92)

(b) The injury or illness occurs prior to the first competition of the second half of the playing season that concludes with the NCAA championship in that sport (see Bylaw 14.2.5.2.3) and results in an incapacity to compete for the remainder of that playing season; and (Revised: 1/14/97)

effective 8/1/97, 1/14/02 effective 8/1/02, 1/13/03 effective 8/1/03 for any injury or illness occurring on or after 8/1/03, 1/21/17 effective 8/1/17 for any incapacitating injury or illness, or other extenuating circumstance occurring on or after 8/1/17) (

c) The injury or illness occurs when the student-athlete has not participated in more than three contests or dates of competition (whichever is applicable to that sport), or 30 percent of the maximum permissible number of contests or dates of competition set forth in Bylaw 17 in their sport (see Bylaw 14.2.5.2.5.1.1 for information regarding percent calculation in track and field and Bylaw 14.2.5.2.5.1.2 for information regarding percent calculation in basketball). Competition (excluding alumni games, fundraising activities, celebrity sports activities, scrimmages and exhibition contests per Bylaw 17 in the applicable sport) against outside participants during the playing season that concludes with the NCAA championship, or, if so designated, during the official NCAA championship playing season in that sport (e.g., spring baseball, fall soccer), shall be countable under this limitation. In basketball, contests played as part of a region challenge shall be countable under this limitation.

Any medical hardship requests must be brought to the Compliance Office. The Compliance Office will submit the request to the RMAC, and the RMAC will decide on the case according to the facts presented.

COUNTABLE ATHLETICALLY RELATED ACTIVITIES

During the academic year, coaches are limited in the number of hours that they can require a student- athlete to participate in mandatory athletically related activities. During the traditional playing season, participation in countable athletically-related activities is limited to a maximum of twenty hours per week and four hours per day. Student-athletes must also receive at least one day off per week that is free from any countable athletically-related activity during the traditional season. During the nontraditional playing season, participation in countable athletically-related activities is limited to a maximum of fifteen hours per week. Student-athletes must receive at least two days off per week that is free from any countable athletically-related activity during the non-traditional season.

Outside the designated playing & practice season and during the academic year, a student-athlete's participation in countable athletically-related activities shall not exceed eight hours per week and no more than two of these hours may be devoted to skill instruction and/or team activities. Coaches are mandated to give each student-athlete two days off per week during this portion of the academic year. Any athletically related activity in which a student- athlete participates that occurs outside of the in season practice period or the out-of-season practice segment can only be done voluntarily. Per NCAA regulations, for any athletically related activity to be considered voluntary, all of the following conditions must be met:

- The student-athlete cannot be required to report information back to any coach or staff member (manager, etc.) pertaining to any workout that is done in a voluntary capacity;

- The activity must be initiated and requested solely by the student-athlete. A coach or any other staff member may not require a student-athlete to participate in a given workout or activity;
- The student-athlete's attendance and participation (or lack thereof) may not be reported back to the coaching staff or recorded for attendance purposes;
- A coaching staff member may not observe a student-athlete's voluntary workout or participation in voluntary activities;
- A strength & conditioning staff member may be present during a student-athlete's voluntary workout, provided s/he is only present to monitor the facility for health and safety concerns;
- A strength & conditioning coach can, however, provide a student-athlete with a suggested or recommended workout, but cannot conduct or instruct the workout;
- The student-athlete cannot be subject to a penalty if s/he elects not to participate (or partially participate) in a given workout or activity that is considered voluntary by NCAA legislation.

Examples of CARA include practice, competition, required conditioning, required weight training, skill instructions, film sessions, and more. Non-CARA activities include voluntary workouts, training room time, physical rehabilitation, medical exams, compliance meetings, study hall, non-athletically related meetings, public relations activities, recruiting activities, travel, and more.

OUTSIDE COMPETITION

Student-athletes are not allowed to participate during the academic year as a member of any outside team in any non-collegiate, amateur competition except while representing Black Hills State University. Exceptions or waivers are available for specific events such as high school alumni games, Olympic Games, Pan American games and national teams.

NCAA rules allow limited summer competition based on certain restrictions for each sport. Student-athletes should check in advance with their coach or the Compliance Director before committing to any summer competition. Student-athletes in men's and women's basketball are required to have written permission from the Compliance Director before participating in summer competition, and they can only participate in summer competition that has been certified by the NCAA.

RECRUITING

Enrolled student-athletes can play a limited role in the recruiting process. Specifically, student-athletes can:

- Serve as a student host during a recruit's official visit to campus; student hosts will receive instructions at the time of their recruits' visit.
- Receive telephone calls from a recruit if the calls are made at the recruit's expense and are made after July 1st following the recruit's junior year in high school.

- Call a prospect at his/her own expense (call cannot be paid for by Black Hills State University, its employees, or boosters) if the call is not at the direction of a coach or Athletic Department staff member.
- Student-athletes are not allowed to transport recruits to or from the airport. Student-athletes are also not allowed to participate in making any phone calls for any department on campus (such as the Admissions Office) if the calls involve recruitment of students (athletes or non-athletes) to Black Hills State University.

Recruiting activities specifically prohibited include:

- Underage or excessive consumption of alcohol;
- Illicit drug use;
- Sexual misconduct;
- Participation in gambling and/or gaming activities;
- Use of escorts, exotic dancers, strippers or any other such personal services providers;
- Visits to adult entertainment facilities or venues;
- Abusive conduct which threatens or endangers the physical or psychological health, safety, or welfare of any individual;
- Harassment, including harassment on the basis of race, sexual orientation, age, gender, religion or physical disability;
- Activities or events at any location that may cause a perception of impropriety
- Entertainment that is excessive or not at a scale comparable to that of normal student life;
- Any other behavior that is illegal, inappropriate, or results in embarrassment to the University, its athletic programs, its student-athletes or its recruits.

Student hosts will be provided with a maximum of \$30/day (up to two days) to cover entertainment expenses for a recruit.

NCAA rules specify that:

- Student-host money may only be used for the student host, the recruit, the recruit's parent(s) [or legal guardian(s)] or the recruit's spouse, if married.
- If hosting more than one recruit at the same time, student-athletes will be provided an additional \$15/day for each additional recruit hosted.
- No cash may be given to the recruit.
- Student-host money may not be used to purchase souvenirs, T-shirts, or other institutional mementos.
- All entertainment must occur on the main campus or within a 30-mile radius.
- Student-athletes may not use a vehicle provided by a coach, institutional staff member or booster. Host money may be used for gas (\$5 for one day; \$10 for two days) if a personal vehicle is used to transport a recruit.
- Recruits are not allowed to have contact with any boosters at any time on or off the institution's campus.

- Student-athletes must keep receipts, provide a complete list of all expenditures, and return all unused funds at the conclusion of the visit.

COMPLIMENTARY ADMISSIONS

Student-athletes receive four complimentary admissions tickets to each home contest in their sport. These must be requested through ARMS. Fraudulent use of complimentary admissions (including but not limited to getting a free ticket and selling it at a higher price, getting goods/services in exchange for free tickets, etc.) can jeopardize eligibility.

Generally, student-athletes must request their complimentary tickets at least one day prior to the event. This facilitates ease of processing on the Athletics Business Office. Student-athletes may, at times, get permission to request tickets the day of the event, but this is a special exception which will not always be granted.

GAMBLING

Per NCAA Division II bylaw 10.3, student-athletes must not gamble on any intercollegiate or professional sport. Indeed, student-athletes may not knowingly provide information to individuals involved in organized gambling activities, solicit a bet on any intercollegiate team, accept a bet on any team representing the institution, or participate in any gambling activity that involves intercollegiate or professional athletics through a bookmaker, a parlay card, or any other method employed by organized gambling. A student-athlete cannot place or solicit a bet on any sport, at any level, that the NCAA sponsors. NCAA rules state that an individual shall be ineligible if s/he has agreed (orally or in writing) to be represented by an agent for the purpose of marketing his or her athletic ability or reputation in that sport.

TRANSFERRING

Any student-athletes wishing to transfer to another four-year institution and participate in intercollegiate athletics must contact the Athletic Compliance Office in writing, with email being the regular and approved channel. The Athletic Compliance Office will then send the student-athlete a link to the Transfer Portal Education Module. Once the Athletic Compliance Office receives confirmation that the student-athlete has completed the module, the student-athlete will be placed into the transfer portal.

Student-athletes should ensure full transparency with the coaching staff throughout the entire transfer process. If they decide to leave, they should ensure they have communicated their departure with the registrar's office and complete any paperwork or forms as assigned by Black Hills State University.

SUPPORT UNITS

SPORTS MEDICINE

The Black Hills State University athletic training room is for the exclusive use of BHSU intercollegiate student-athletes, coaches, and Athletic Administrators. It is not for the use of the BHSU general student body or local Spearfish community.

The Department of Athletics may be responsible for the provision of medical services to student-athletes if the student-athlete is injured in practice or a game which was under the coaches' supervision with the coaches or his representative present. The word injury applies only to those ailments that are caused by the participation in practice or a game; for example, the athletic department cannot be responsible for the removal of tonsils or appendix by surgical procedure. Most often, medical services refer to treatments at the hands of an Athletic Trainer.

Athletic Trainers will be on site and able to assist athletes according to the discretion of the Head Athletic Trainer. Training Room Rules include:

- Student-athletes must conduct themselves in a mature and courteous manner;
- No student-athletes are allowed in the athletic training room without an Athletic Trainer present;
- Loitering and engaging in social gatherings are not allowed;
- Nothing may be taken from the AT facility without the staff's permission;
- All treatments will be directed by the AT staff;
- No equipment, balls or shoes with cleats are to be in the AT facility;
- No food or drink allowed;
- No tobacco products of any kind are permitted (nor anywhere else on campus);
- No cursing;
- Shirts and pants are required, and white spandex is prohibited;
- No shoes are allowed on the treatment tables;
- The telephone in the AT room is for staff use only: cell phones are prohibited in the treatment area;
- Do not photograph anyone in the AT room.

Prior to participating in intercollegiate athletics, student-athletes will be asked by Athletic Training personnel to complete several forms, including:

- Medical insurance forms;
- Student-athlete medical history forms;
- Assumption of risk forms;
- Sickle cell forms;
- Consent to Drug Testing forms.

Physical examinations, pre-participation exam procedures, and any number of other requirements may be placed on student-athletes at the discretion of the Head Athletic Trainer.

The Head Athletic Trainer will keep an updated policy manual on file in the Athletic Training Office, and any discrepancies between this Handbook and Athletic Training policies may be resolved by

simply using the Athletic Training policy manual. The Head Athletic Trainer is responsible for ensuring all forms and documentation needs are communicated in a timely manner.

Prescription drugs are allowed if a qualified physician has prescribed them to the student-athlete. Student-athletes may not use prescription drugs that are prescribed to someone else, as many prescription drugs will test positive on the drug screenings. When selected for a drug test, student-athletes must list all prescription drugs that have been prescribed to them that they are currently taking before participating in the test. Any drugs, dietary supplements, vitamins, or other items which are taken by student-athletes must be reported by the student-athlete to the Athletic Training staff.

MEDIA RELATIONS

The importance of public, media and community relations cannot be understated. While it is important to BHSU, a positive image should be just as important to each player.

Student-athlete success and positive image become the Yellow Jackets' success and positive image. Student-athletes should not hesitate to ask for guidance or direction. Unlike most jobs, student-athletes are on public display every day. Student-athletes seem to receive more praise than warranted during the good times and more criticism during the bad times. To a student-athlete, the media attention can be a positive when he/she and the team are riding high, or a real negative during a personal or team slump.

It is important to remember that media coverage is directly related to the individual and/or team's popularity. It is coverage both good and bad that brings sports its popularity and keeps fans buying tickets, traveling to road games, and buying merchandise. Were it not for media coverage in the form of game broadcasts (radio, internet, television), game reports (print, television, radio, and electronic), and analysis and features, the public would not know about BHSU athletics, the upcoming games, or the individual student-athletes. Cooperating with the media means being available – not only when it is convenient.

Once the game ends, the media have very limited time in which to interview the players and coaches. Riding the exercise bike or hiding in the shower or medical room makes it difficult for them to do their job. It is an athlete's obligation to make themselves available for a short time if requested. The most important element of good media relations is being available in a timely manner after a practice or a game. There is nothing worse for a team's image when after a game, the media is denied a request for an interview. It is part of the players' responsibility to be available in the area where the media are waiting after every game.

SPORTS INFORMATION DIRECTOR

The Sports Information Director (SID) is charged with enhancing the image of the Athletic Department, as well as those of the respective coaches and competitors in each individual sport. The SID is a liaison between the media and BHSU Athletics. As one of the largest institutions in South Dakota, BHSU student-athletes are subject to media attention. Student-athletes are required to sign an information and photo release prior to attendance at BHSU.

The SID is also responsible for website biographies, tracking stats, game notes, and post-game write-ups.

Student-athletes should contact the SID if they have any questions about media relations, stats, final write-ups, or anything else related to the Sports Information Department.

WEIGHT ROOM

The BHSU Athletics weight room is for BHSU student-athletes, coaches, and Athletic Administrators. Student-athletes should be supervised when in the weight room to ensure safety.

Student-athletes are responsible for ensuring that all weights and other equipment are put away and kept tidy.

Profanity of any sort, as well as music with suggestive or profane lyrics, is prohibited. Immodest dress is prohibited.

Please see the Weight Room Policy kept on file in the weight room by the Co-Directors for Athletic Performance for more information.

EQUIPMENT

As members of BHSU Athletics, student-athletes use certain sport-specific equipment. Other student-athletes, in addition to their sport specific equipment, may receive certain gear.

It is the responsibility of the coaching staff to communicate with the student-athletes as to which gear and equipment needs to be returned at the conclusion of the playing season. For example, the football team may require that all pads and helmets must be returned, while cleats may be kept for personal use.

Student-athletes may be charged with the full cost of any equipment that is lost, stolen, or not returned, regardless of the age of the item(s).

STUDENT-ATHLETE WELFARE

STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC)

The Student-Athlete Advisory Committee (SAAC) is a committee made up of student-athletes assembled to provide insight on the student-athlete experience. SAAC also offers input on the rules, regulations, and policies that affect student-athletes' lives on the BHSU campus. The members of the SAAC include at least one student-athlete selected by their teammates and confirmed by the head coach of each sport. SAAC is dedicated to:

- Helping generate a student-athlete voice within the institution regarding potential questions, concerns and proposed legislation to BHSU, the RMAC, and the NCAA;

- Creating a platform for student-athlete representation on campus, conference wide, and nationally;
- Serving as a liaison between the athletic teams and BHSU athletic administration;
- Emphasizing academic opportunities and responsibilities of student-athletes in their college experience;
- Promoting student-athlete involvement in both campus activities and community engagement and service efforts throughout the year;
- Encouraging positive relationships between the BHSU athletic community including, but not limited to, all athletic teams, faculty, staff, and fans; and
- Improving the overall student-athlete experience.

NCAA DIVISION II COMMUNITY ENGAGEMENT

Division II is committed to developing students and communities by actively engaging in shared experiences and, therefore, has targeted community engagement as one of its strategic priorities. The objective of community engagement is to build relationships by bringing the community to campus to experience Division II and its events (e.g., collegiate, theatrical, cultural). Many have heard this and thought, “That is nothing new; we do community service all the time.” It is true that colleges and universities and their students have performed more community service than many other organizations. However, Division II is emphasizing the gathering of individuals to share in an experience, and not just aid an individual or group of individuals in need.

YELLOW JACKETS GIVE BACK

Student-athletes play a pivotal role in the Athletic Department’s community service programs. The local community invests a great deal in the Athletic Department, and it is incumbent upon the Athletic Department to invest back into the community. Student-athletes - who receive scholarships, occasional free meals, and many other benefits – should eagerly serve in activities such as:

- Special Olympics
- Feeding South Dakota
- Community Clean-Up Days
- Adopt-A-Park.

Other activities, including meet-and-greets at local K-12 schools, should be done with joy and generosity.

STUDENT-ATHLETE EXIT INTERVIEWS

NCAA regulations at the Division I level require that institutions conduct exit interviews with its graduating student-athlete population. Student-athletes who have exhausted eligibility but who have not yet fulfilled graduation requirements are also interviewed. Student-athletes who depart an athletic team for any other reason are also offered an opportunity for an exit interview. These

interviews may be done in person or in writing. Division II schools, while not expressly mandated to conduct interviews, consider it best practice to follow the model of their Division I counterparts.

The purpose of these interviews is to gather information about the student-athlete experience. At BHSU, the SWA is responsible for assessing the information gathered via the interviews. This information can be shared with the Director of Athletics, the University President, Athletic Advisory Committee, and other staff as needed. If deemed appropriate, changes in policy and procedure may be recommended to improve the student-athlete experience.

All student-athletes will be encouraged to fill out a team survey at the completion of each academic year. These surveys are anonymous and administered by SWA, but the results of the surveys will be available to the Director of Athletics, Head Coach, Athletic Advisory Committee, and President.

GENERAL ATHLETICALLY RELATED GRIEVANCES

Student-athletes, like all students, are afforded university approved grievance procedures as outlined in the BHSU Student Handbook.

Should an issue arise that is solely the result of participation in intercollegiate athletics, student-athletes should contact the Faculty Athletics Representative for more information on how to proceed.

BLACK HILLS STATE UNIVERSITY

ATHLETICS DEPARTMENT MISSION STATEMENT

The mission of the athletics department is to provide an opportunity for student-athletes to develop and challenge their abilities through sports and provide a component of college life for all students, staff, alumni, and the community through an affiliation and membership in the NCAA Division II level of athletics.

ATHLETICS DEPARTMENT PHILOSOPHY STATEMENT

BHSU Athletics deem the educational well-being and academic success of the participating student-athletes as the primary focus for success. At BHSU, athletics places emphasis on the 'whole experience' for the student-athlete as it relates to a comprehensive program of learning and development in a personal setting in line with the NCAA DII Philosophy statement as per bylaw 20.10. "Higher education has a lasting importance on an individual's future success."

BLACK HILLS STATE UNIVERSITY

Black Hills State University is a member of NCAA Division II and is a member of the Rocky Mountain Athletic Conference. BHSU competes in Men's & Women's Basketball, Men's & Women's Cross Country, Football, Women's Golf, Women's Soccer, Softball, Men's & Women's Track and

Field, Women's Triathlon, and Women's Volleyball. Additionally, outside of the jurisdiction of the NCAA, BHSU sponsors Men's & Women's Rodeo and Women's Cheer.

HISTORY OF THE YELLOW JACKET MASCOT

The use of a Yellow Jacket as a mascot dates back to the late 1920s. According to an article in the centennial edition of the Eochia, the name was first used during October 1927 football game when one of the fans jumped to her feet and yelled, "Go you Yellow Jackets, go!" in reference to the yellow-colored jackets the team wore.

Another account in the centennial yearbook relates "the football team had been known as the Yellow Jackets; a name that appeared to have derived from the horizontally striped socks worn by team members which gave them the appearance of wasp-like yellow jackets."

The Yellow Jacket Mascot was officially named Sting in 2008 after students chose the name through a vote. Sting is always a popular draw at games and other events in the community.

ROCKY MOUNTAIN ATHLETIC CONFERENCE

BHSU is a member of the Rocky Mountain Athletic Conference (RMAC). The RMAC is the oldest collegiate conference in NCAA Division II and consists of 15 member schools. BHSU joined the RMAC effective 2012-2013, having been in the NAIA prior to joining Division II.

In addition to the stability provided by being the oldest conference in Division II, the RMAC continues to provide superior competitive experiences for student-athletes, regularly having multiple member schools achieving national recognition through top 25 rankings, player of the year awards, and other accolades.

There are more than 20 conferences in NCAA Division II, totaling more than 300 institutions in full or provisional status across the nation. BHSU considers itself fortunate to be in the Rocky Mountain Athletic Conference.

ROCKY MOUNTAIN ATHLETIC CONFERENCE SPORTSMANSHIP CODE

The NCAA, Rocky Mountain Athletic Conference and its institutions value respect and are committed to elevating good sportsmanship. We request your cooperation by supporting the participants and game officials in a positive manner. Profanity, racist, homophobic, or sexist comments or other intimidating actions directed at officials, student-athletes, coaches, team representatives, or anyone in attendance will not be tolerated and are grounds for removal from the site of competition. We encourage you to cheer for your favorite team during today's competition. We appreciate your cooperation in creating a safe, positive, and inclusive game environment for everyone.

CONCLUSION

Thank you for reading the BHSU Student-Athlete Handbook. We hope you have a great season, and that your time at BHSU is rewarding. See below for the Disciplinary Policy.

Go Jackets!

DISCIPLINARY POLICY

DEFINITION OF TERMS

Suspension normally refers to the SA being present at but not participating in any team activities whatsoever. At the head coach's discretion and subject to the approval of the Athletics Director (or a designee), this can be lessened to mean that the SA may be present and participate in everything except competition (e.g., they can practice but not compete), or intensified to mean that the SA may not even attend team activities. Suspension begins the day the head coach is made aware of the infraction.

Competition refers to championship and non-championship season contests. For those sports with multiple contests in a single day, competition refers to each individual contest (e.g. a softball player who is suspended from competition for 1 game would be allowed to play in the second game on a day of competition).

Anytime a student-athlete violates any section of this code of conduct in any manner, they are potentially subject to the following disciplinary policies, subject to the approval of the Director of Athletics:

INFRACTIONS

Violations of this Code of Conduct by a student-athlete which occur prior to them signing the Condensed Handbook (e.g., an incoming freshman who is caught with an illegal drug a few weeks before classes) will be dealt with on a case-by-case basis at the discretion of the head coach and subject to the approval of the Director of Athletics.

Any infraction of any kind may result in a loss or cancellation of athletically related financial aid, subject to the discretion of the head coach and Director of Athletics.

Any of infraction of any kind may result in communication – telephonic, written, face to face, or otherwise – with the student-athlete's parents and/or other close relations by the head coach or administration.

Penalties will "roll-over" to the following academic year if needed (e.g. if a basketball player must sit out 20% of the team's scheduled competitions but begins his penalty on the last game of the year, he will need to sit out that game as well as the first game(s) the following season).

Infractions involving drugs and/or alcohol must be reported to the Dean of Students and to the Head Coach within 24 hours. The Director of Athletics must also be notified within 24 hours of the infraction by either the student-athlete or the head coach. Unless otherwise expressly stated, any fees incurred as a result of Counseling will be borne by the student-athlete.

While guidelines for penalties are listed below, the Director of Athletics has complete discretionary authority to alter any penalty for any student-athlete(s) at any time, making the penalty different

than what is normally prescribed for any reason whatsoever. The Director of Athletics also has final discretionary authority to determine the level of infraction and offense for each case.

When infractions are self-reported, the disciplinary penalties will be automatically reduced as noted below. In order to qualify as being self-reported, the infraction must be reported to the head coach within 12 hours of the infraction occurring.

WARNING-ONLY INFRACTIONS

Warning-only infractions are those infractions which result in no mandatory penalty besides a warning. The warning will be delivered to the student-athlete in writing by the Compliance Office. A student-athlete will only receive one warning in their time at BHSU. If further infractions are committed, they will automatically move to the level of Minor or Major, according to the facts.

Examples include, but are not limited to, the following: Tobacco Use; Eating at the BHSU Cafeteria Without Paying.

Penalties include, but are not limited to, the following:

1. Warning (usually administered by the head coach, but may be administered by another BHSU Athletics Department staff member);
2. The head coach may choose to recommend, but not require, the student-athlete attend BHSU Student Counseling.

MINOR INFRACTIONS

Minor infractions are those infractions which result in minimal penalties. Each infraction will be filed in the Compliance Office. The head coach and/or Director of Athletics may soften or assess additional penalties on a case-by-case basis. A student-athlete may commit up to 2 minor infractions. If further infractions are committed, they will automatically move to the level of Major for all subsequent infractions.

Examples of minor infractions include, but are not limited to, the following: Minor in Possession; Minor in Consumption; Possession of a Revoked, Suspended, or Altered License; Misdemeanors; any University violations*.

*For any drug or alcohol related infraction, the Director of Athletics reserves the right to increase or lessen the infraction level and any associated penalties based on the circumstances, e.g. a Minor in Consumption with a BAC of 0.02 where the student-athlete was compliant with authorities may be handled differently than a Minor in Consumption with a BAC of 0.25, a DUI with a BAC of 0.08 may be handled differently than a DUI with a BAC of 0.2, etc.

For the first offense, penalties include, but are not limited to, the following:

1. Meeting with head coach and Director of Athletics (or designee);
2. Suspension for two calendar weeks;

- a. If the infraction is self-reported and at the head coach's discretion, no suspension is necessary, and no competition need be missed;
- 3. A referral to BHSU Counseling;
 - a. Student-athletes should ask about the Thompson Diversion Program.
 - b. After Counseling is concluded, the student-athlete must send a summary of their case and what they have learned to the head coach and Assistant AD for Compliance.

For the second offense, penalties include, but are not limited to, the following:

- 1. Meeting with head coach and Director of Athletics (or designee);
- 2. Suspension for two calendar weeks;
 - a. One calendar week if self-reported;
- 3. Suspension from the next two scheduled competitions (or 20% of the team's total scheduled competition, whichever number is greater);
 - a. Excess competition will be missed if needed to fulfill the two-calendar week Suspension;
 - b. In the event that the Suspension for two calendar weeks caused a partial fulfillment, the rest of the Scheduled Competition Suspension must be carried out;
 - c. One competition/10%, if self-reported;
- 4. A referral to BHSU Counseling.
 - a. Student-athletes should ask about the Thompson Diversion Program.
 - b. After Counseling is concluded, the student-athlete must send a summary of their case and what they have learned to the head coach and Assistant AD for Compliance.

MAJOR INFRACTIONS

Major infractions are those infractions which rise above minor infractions but do not automatically necessitate Termination of all BHSU Athletics Participation, the highest kind of infraction. Major infractions will be filed in the Compliance Office. The head coach and/or Director of Athletics may soften or assess additional penalties on a case-by-case basis. A student-athlete may commit up to 2 major infractions until they are automatically terminated for a set period of time from all participation in BHSU Athletics.

Examples of major infractions include, but are not limited to, the following: DUI; DWI; Procuring Alcohol for Minors; Social Hosting; Testing Positive for Illegal Street Drugs Through BHSU Testing (cannot be self-reported, unless the athlete admits in writing beforehand that they know they will test positively); Possession or use of Marijuana, Narcotics, or Controlled Substance*.

*For any drug or alcohol related infraction, the Director of Athletics reserves the right to increase or lessen the infraction level and any associated penalties based on the circumstances, e.g. a Minor in Consumption with a BAC of 0.02 where the student-athlete was compliant with authorities may be handled differently than a Minor in Consumption with a BAC of 0.25, a DUI with a BAC of 0.08 may be handled differently than a DUI with a BAC of 0.2, etc.

For the first offense, penalties include, but are not limited to, the following:

1. Meeting with Head Coach and Director of Athletics (or designee);
2. Suspension for three calendar weeks;
 - a. Two calendar weeks if the infraction is self-reported;
3. Suspension from the next two scheduled competitions (or 20% of the team's total scheduled competition, whichever number is great);
 - a. One competition/10% if self-reported;
4. A referral to BHSU Counseling;
 - a. Student-athletes should ask about the Thompson Diversion Program;
 - b. After Counseling is concluded, the student-athlete must send a summary of their case and what they have learned to the head coach and Assistant AD for Compliance.

For the second offense, penalties include, but are not limited to, the following:

1. Meeting with Head Coach and Director of Athletics (or designee);
2. If self-reported, this infraction may be treated like a first offense (without the lessening for self-reporting as above in subsections 2a and 3a, and this may only be done one time);
3. If not self-reported, suspension for 3 calendar months from all BHSU Athletics activities;
 - a. Additionally, if the 3 calendar months did not already result in sitting out of 50% of the scheduled competitions, suspension from no less than 50% of the team's scheduled competition, "rolling over" to the next year if needed.
4. A referral to BHSU Counseling.
 - a. Student-athletes should ask about the Thompson Diversion Program.
 - b. After Counseling is concluded, the student-athlete must send a summary of their case and what they have learned to the head coach and Assistant AD for Compliance.

TERMINATION OF ALL BHSU ATHLETICS PARTICIPATION

Termination-level infractions are the highest level of infraction. By committing this kind of infraction, a student-athlete is automatically terminated from all participation in BHSU Athletics for a set period of time. This can either be the result of a single infraction (as detailed in some possible examples below) or multiple lower-level infractions (e.g., a third major infraction automatically rises to this level).

Examples of infractions that cause Termination include, but are not limited to, the following: Positive test of NCAA banned substance and/or anabolic/steroid performance enhancer; Missing a Scheduled Drug Test; (Criminal) Offenses or blameworthy acts including dealing drugs, (sexual) assault, disseminating pornographic material, rape, arson, robbery, etc., or being accused of any of the above-listed offenses or any other offenses related to any above-listed offenses.

For NCAA-drug related infractions, NCAA Bylaws (see Article 18) give the minimum penalties, all of which result in a certain automatic Termination, with varying time periods assigned based on the

kind of drug and other circumstances. On a case-by-case basis, BHSU Athletic Administration reserves the right to enforce a stricter penalty.

For any Termination-level infraction, penalties include, but are not limited to, the following:

1. Even for those who are simply accused of any of the above listed offenses, regardless of whether they have actually been shown to have committed them, the Athletics Department reserves the right to cancel all athletically-related financial aid, to suspend indefinitely from all BHSU related events, and to take any other measures deemed appropriate by the proper athletic administrative authorities;
2. Mandatory meeting with Head Coach and Director of Athletics;
3. For cases in which the Director of Athletics determines there is credible reason to believe the allegations are true, there will be Suspension from all participation in any BHSU Athletics activity whatsoever, including attending BHSU Athletics events as a spectator or entering the Young Center or other BHSU facilities, until a review from the Termination Infractions Committee is complete;
 - a. This committee consists of the Director of Athletics, Assistant AD for Student-Athlete Success, Assistant AD for Compliance, Faculty Athletics Representative, a member of BHSU Public Safety, the Dean of Students, and anyone else chosen by these 6 members;
 - b. When necessary, the Committee will wait for court decisions in order to better determine the penalties;
4. For cases in which the Director of Athletics determines there is not credible reason to believe the allegations are true, there will be case-by-case handlings of the situations;
5. Upon review from the Committee, punishments may include temporary or permanent suspension from all participation in any BHSU Athletics activity whatsoever, including attending BHSU Athletics events as a spectator or entering the Young Center or other BHSU facilities, as well as revocation of all athletically-related financial aid.

Staff Directory

See <https://bhsuathletics.com/staff-directory> for updated directory

ADMINISTRATION

Director of Athletics

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Assistant AD/Compliance

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Assistant AD/SWA

Kristin Carmichael | kristin.carmichael@bhsu.edu

Assistant AD/Communications

See website for updates |

Athletics Business Manager

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Director of Revenue Generation

Keighton Hatten | keighton.hatten@bhsu.edu

Assistant AD/Facilities & Events

Nicky Winterstein | nicky.winterstein@bhsu.edu

Faculty Athletics Representative

See website for updates |

Head Athletic Trainer

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Athletic Trainers

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COACHES

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Men's & Women's Cross Country, T&F

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Strength & Conditioning

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The main Department of Athletics offices are in the Young Center on the north end of campus. Most offices are on the first floor in the "horseshoe" located near the front desk.