



Student-Athlete Handbook 2020 - 2021

All forms referenced in the Student Athlete Handbook can be found on the Daemen Athletics website under Inside Athletics to Compliance and Student-Athlete Success to Current SA's .

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FORWARD

Letter from the Director of Athletics

Dear Daemen Wildcat Student-Athletes:

Welcome and thank you for choosing Daemen College to pursue your academic and athletic goals!

Daemen Athletics strives to provide you with a balanced collegiate experience academically, athletically, and socially. Our hope is to provide you with a meaningful experience and help you commit to becoming your best-self.

Daemen Athletics aims to provide resources which will promote an atmosphere for student-athletes to excel academically and athletically, embrace diversity of thought and culture, and develop values of respect, integrity, responsibility, servant leadership and sportsmanship. Your success at Daemen College is a result of the effort you put into your experience. Please take advantage of the diverse services available on campus that are in place to help you excel during your collegiate experience as well as following graduation. The current global pandemic has made planning for athletic and recreational activities difficult. Daemen College and the ECC continue to be committed to providing our student-athletes the chance to compete this academic year.

Your diligence to “Respect to Protect” by wearing a mask, washing hands, and maintaining six (6) feet apart will make a big difference in our Spring semester planning. It is imperative that you are mindful of your personal responsibility to represent your team, the Department, and Daemen College in a positive manner. The personal choices and behavior you exhibit have an impact on the whole and we expect you to represent our institution in an exemplary manner.

Please review the student-athlete handbook for important information for participation in intercollegiate athletics at Daemen College. Student-athletes must be mindful of all rules and regulations established by Daemen College and the NCAA to remain eligible for competition. You are responsible for complying with all bylaws related to your eligibility status.

We are thrilled that you have chosen Daemen College! We are committed to your development in an inclusive and respectful environment and look forward to witnessing all of your successes!

Go Wildcats!

Traci Murphy

Traci Murphy
Director of Athletics
tmurphy@daemen.edu

INTRODUCTION

The purpose of this handbook is to assist you in your role as both a student and an athlete at Daemen College. It includes information regarding the National Collegiate Athletic Association, East Coast Conference, policies regarding student-athlete welfare and expectations, academic expectations, finances of student-athletes, and the Student-Athlete Advisory Committee. In order to be successful in your role as a student-athlete, it is important that you read the handbook in its entirety. Student-athletes are encouraged to obtain clarification of any Departmental, College or NCAA rule or regulation which they do not understand from a member of the coaching staff or the Athletic Department.

DAEMEN COLLEGE, ATHLETICS, ECC, & NCAA

Daemen College Philosophy

The educational experience at Daemen College is directed toward the development of the whole person within a value-oriented community. The College is committed to the balance between the rights of the individual and the individual's responsibilities to society. Faculty and staff involvement is an important element of student development and in the student's realization that they are part of a caring and supportive community.

Athletics Missions and Goals

Daemen College offers intercollegiate athletics in order to cultivate high character student-athletes through competitive experiences- fostered in the classroom, developed through sport and practiced in the community.

The main objectives of Daemen Athletics are to:

- Steward a culture which attracts exceptional student-athletes, coaches and staff
- Uphold and promote a culture of integrity and set an accountability standard for the Daemen community and stakeholders
- Educate and promote the Wildcat Athletics brand in a cohesive and compelling manner, fostering interaction and engagement with all stakeholders
- Promote Equity, Diversity, and Inclusion (EDI) awareness through Daemen Athletics programs which aligns with our institution
- Promote an atmosphere for student-athletes to develop in areas of self, academics, profession & athletics

Sports Offered

Men's Basketball

Women's Basketball

Men's Cross Country

Women's Bowling

Women's Cross Country



Division II

Men's Tennis

Women's Tennis

Men's Track & Field

Esports

Women's Track & Field

Men's Volleyball

Women's Triathlon

Women's Volleyball

Cheerleading

East Coast Conference

Daemen College Athletics is in the East Coast Conference, which is committed to the highest standards of scholarship, teamwork, and citizenship. The conference's mission is to promote the holistic development of the student-athlete and stresses the abilities to excel in academic achievement, athletic competition and positive character traits.

The East Coast Conference was previously named the New York Collegiate Athletic Association until July of 2006. This conference was formed in order to improve intercollegiate athletic competition among its founding members, and to assist member organizations in establishing intercollegiate athletics into their academic programs in a way that is financially possible.

The East Coast Conference (ECC) incorporates nine institutions that are located from Western New York, to the Southern region of Connecticut, and down to Washington, D.C.

ECC Members for the 2020 - 2021 Competition Year

University of Bridgeport

Robert Wesleyan College

Daemen College

Queens College

College of Staten Island

Mercy College

St. Thomas Aquinas College

University of the District of Columbia

Molloy College

National Collegiate Athletic Association (NCAA) and Division II

The East Coast Conference, and therefore Daemen College Athletics, is a part of the National Collegiate Athletic Association (NCAA). The NCAA is the largest intercollegiate athletics association in the United States, and includes over 1,200 institutions spread across Division I, II, and III.

Daemen College is among the 300+ Division II institutions. Division II is unique because of the division's commitment to the holistic development of the student-athlete, which means that the institution is responsible for providing student development opportunities inside and outside of the classroom. The Division II approach provides growth opportunities through academic achievement, athletic competition, and development of positive societal attitudes in service to the community. Division II athletics is committed to not only graduating student-athletes, but also to giving student-athletes the skills necessary for the workforce and life after graduation.

NCAA RULES

Recruiting

Student-athletes are permitted to engage in correspondence with a prospective student athlete as long as it is not done at the direction of Daemen College or at the cost of Daemen College. In addition, a student-athlete may not directly call potential student-athletes, but can receive calls from potential student-athletes at the potential student-athletes expense. Student-athletes are also prohibited from making statements to the media regarding the likelihood that the potential student-athlete will attend Daemen College, or the potential student-athlete's ability. This includes social media. It is prohibited for student-athletes to publicize a recruit's visit via social media.

Hosting Potential Student-Athletes

All student hosts must be a current student-athlete. An individual who is not competing in their first year of residence may not serve as a host to a recruit.

As a host, you are representing Daemen College, the Athletics Department, and your team. It is expected that you abide by Daemen Student Code of Conduct, and the standards of both the East Coast Conference and the NCAA.

The NCAA Bylaws and Daemen's Athletic Department rules and regulations require you to obey the following rules:

- The host is not to provide the visiting student with material gifts (i.e. campus gear) or purchase material gifts using the entertainment money.
- The host is not to transport the visiting student more than 30 miles from Daemen's Campus.

- You may not utilize a vehicle for yourself or for the recruit that has been provided by Daemen College, or a booster.
- Do not allow in-person recruiting conversations to occur between the recruit and a booster of Daemen College. If your group so happens to see a booster, a greeting is allowed, but the host should not allow anything beyond a greeting.
- The host should not partake in any activities that go against Daemen College's Student Code of Conduct, the rules of the division of athletics, and federal and state laws.
- A host may receive a maximum of \$30 per day (no more than \$60/2 days). The \$30 is to be split in half for the host and the visitor and is intended to cover the costs of entertainment. If you are hosting more than one recruit, you will receive an additional \$15 per day for each additional recruit.
- The host may receive complimentary meals, granted the host is accompanying the recruit.
- The host may receive complimentary admissions to Daemen College Athletics events, provided that the host is accompanying the recruit.
- Student-athletes cannot use any social media outlets to publicize a recruit's visit to campus or their decision to enroll at Daemen.

As a host, you are representing your institution, conference, and NCAA. Your actions should reflect this positively. You must not engage in any activities that will comprise the integrity of all aforementioned entities, including yourself and the recruit. For example, you may not (under any circumstance) provide the recruit with alcoholic beverages, illegal drugs, or any opportunities to gamble. However, the following proposed activities are encouraged:

- Taking the recruit with you to sit in on a class
- Introducing the recruits to faculty and/or staff in their program of interest
- Take the recruit on a campus tour
- Introducing the recruits to athletic department staff
- Taking the recruit to any special events happening on campus that week (i.e. festivals, movies, comedy nights, dance shows, game shows, etc.)

If a student-athlete is asked to host a potential student-athlete, the student-athlete will meet with the coach beforehand in order to discuss instructions. Additionally, the host is required to sign a student host instruction form by the start of the official visit. At the end of the official visit, the host is required to hand in all information (including receipts) relating to the entertainment of the recruit, and return any money that was not used for the recruit's entertainment. This information should be turned in to the Compliance Office. If you have any questions about

responsibilities as a student-host, please do not hesitate to contact the Compliance Office or your coach.

Eligibility

Before participating in any athletically related activities, all student-athletes must attend a compliance meeting and complete and sign NCAA documents related to the following topics each year.

There are three different qualification statuses determined by the NCAA that impact a student-athlete's ability to participate as a freshman. These qualification statuses include qualifiers, partial-qualifiers, and non-qualifiers. The qualification status of all student-athletes is determined by the NCAA Eligibility Center.

The NCAA defines a **qualifier** as someone who is a high school graduate and has presented the necessary academic qualifications to the NCAA Eligibility Center. Qualifiers are eligible for athletically related financial aid, practice, and competition during the first academic year in residence.

The NCAA defines a **partial qualifier** as a student who meets only some of the requirements of a qualifier upon high school graduation. A partial-qualifier is eligible for athletically related financial aid, and is allowed to participate in "on-campus" practices, but is not eligible to compete during their first academic year in residence.

A **non-qualifier** is a student-athlete who did not graduate from high school, or does not meet the GPA requirement or the SAT/ACT requirement to be a qualifier. Non-qualifiers are not capable of receiving athletically related financial aid, practice, or competing during their first academic year in residence.

In addition to the previously mentioned first year requirements for competing in athletics at Daemen College, student-athletes must maintain eligibility by doing the following:

1. Be a full-time matriculated student. Meaning that they must be enrolled in 12 credit hours every semester if they are an undergraduate student, and 9 credit hours per semester if the student-athlete is a graduate student. There will be a hold placed on the student-athlete's account in order to prevent any changes to their course schedule during the semester and the possibility of becoming less than full time. The only exception is if a student-athlete is enrolled in their final semester and registered for less than a full-time program of studies or a graduate student taking course load at college deemed full-time. In this situation, the student-athlete must obtain certification from their academic advisor, which states that the student-athlete is taking all of the classes necessary for degree completion. **In addition, the student-athlete must complete the Final Semester Exemption-Less Than Full Time form (from the Athletics Department – Academic Support Coordinator, and Student-Athlete Success and Community Engagement Coordinator)**

2. Maintain academic good standing. Students that are classified in the undergraduate division must earn a cumulative GPA of 2.0 or above, while graduate student-athletes must earn a minimum cumulative GPA of 3.0. If a first semester freshman's GPA is between 1.5 and 1.99, then they are still in good academic standing, as long as their cumulative GPA is at least a 2.0 after the second semester. All students who do not meet the good standing regulation after their second semester are referred to the Committee on Academic Standards for review, and when appropriate, the Committee will assign mandated academic recovery plans, or required counseling under the College's CARE program.
3. Maintain progress toward a baccalaureate or equivalent degree at Daemen College as determined by the Office of Registrar. The chart below shows the NCAA Division II Progress-Toward-Degree Requirements.

Entering second year of collegiate enrollment	Entering third year of collegiate enrollment	Entering fourth year of collegiate enrollment	Entering fifth year of collegiate enrollment
Nine credits in the last full-time term of enrollment	Nine credits in the last full-time term of enrollment	Nine credits in the last full-time term of enrollment	Nine credits in the last full-time term of enrollment
18/27 credits earned during regular academic year (not including summer)	18/27 credits earned during regular academic year (not including summer)	18/27 credits earned during regular academic year (not including summer)	18/27 credits earned during regular academic year (not including summer)
24 semester/36 quarter hours	24 semester/36 quarter hours or 48/72 following second year of collegiate enrollment	24 semester/36 quarter hours	24 semester/36 quarter hours
2.0 cumulative GPA	2.0 cumulative GPA	2.0 cumulative GPA	2.0 cumulative GPA
Designation of degree program			

Seasons of Competition

According to the NCAA, all Division II student-athletes have 10 semesters of full-time enrollment in order to participate as a student-athlete. Within these 10 semesters of full-time, student-athletes will have four years/seasons of athletic eligibility to compete in their sport.

Amateurism & Outside Competition

In order to compete at the collegiate level, student-athletes must maintain amateur status. Any student-athlete that uses their athletics skills for pay (i.e. prize money or prizes), signs a contract or commitment of any kind to play professional athletics, accepts any pay for promoting a commercial product or services, or allows their likeness to be used to promote a commercial product or service will jeopardize or forfeit their eligibility. The NCAA Eligibility Center will include an amateurism certification process that will be used to determine the amateur status of freshman and transfer prospective student-athletes. Prospective student-athletes may register with the Eligibility Center through the Internet at the beginning of their junior year in high school. This process involves prospective student-athletes answering questions regarding their playing history.

Selected amateurism rules to be certified by amateurism certification include:

1. Contracts with professional teams
2. Salary for participating in athletics
3. Prize money above necessary expenses
4. Play with professionals
5. Tryouts, practice, or competition with a professional team
6. Benefits from an agent or prospective agent (nor the student athlete's friends or family)
7. Agreement to be represented by an agent (either orally or in writing)
8. Organized competition rule

To expand on the topics listed above, this handbook will discuss participation in outside athletic activities. Participating in any outside teams anytime of the year (including summer) while being a member of a college athletics team can jeopardize a student athlete's eligibility. There are specific rules about when and if you can compete on an outside team. Therefore, if you are interested in competing on an outside team or in outside competition you must first discuss the situation with your coach and the Compliance Office. No outside competition or participation may take place without you first completing an "Outside Competition" workflow in ARMS.

Countable Athletically Related Activities

According to the NCAA, the time that student-athletes spend in practice, competition and preparing for competition is known as Countable Athletically Related Activities (CARA). Student-athletes should be aware that the NCAA Division II prohibits them from participating in no more than 20 hours of CARA each week when in season. In addition, the student-athlete must have at least one day off entirely within a seven-day period.

When out of season, student-athletes are only to participate in 8 hours of CARA a week, and receive two days off a week. It is important to note that out of the 8 hours of CARA, only 4 of those hours may involve full team activities, skill instruction, or video review.

In order to ensure that athletic teams are abiding by NCAA regulations, the Compliance Office will ask student-athletes to review the weekly CARA log that coaches are required to submit through ARMS. These student-athletes will be selected at random and will have 7 days to complete the task. The purpose of this activity is to ensure that all involved in CARA are held accountable to the rule.

If you ever have a question or concern about your practice activities please contact the Compliance Office.

Below are a **few examples** of activities that do count and do not count :

Countable* Athletically Related Activities	Noncountable Athletically Related Activities
Practices (not more than four hours per day).	Compliance meetings.
Athletics meetings with a coach initiated or required by a coach (e.g., end of season individual meetings).	Meetings with a coach initiated by the student-athlete (as long as no countable activities occur).
Competition (and associated activities, regardless of their length, count as three hours). [Note: No countable athletically related activities may occur after the competition.]	Drug/alcohol educational meetings or CHAMPS/Life Skills meetings.
Field, floor or on-court activity.	Study hall, tutoring or academic meetings.
Setting up offensive and defensive alignment.	Student-athlete advisory committee/Captain's Council meetings.

More examples:

Countable* Athletically Related Activities	Noncountable Athletically Related Activities
On-court or on-field activities called by any member of the team and confined primarily to members of that team.	Voluntary weight training not conducted by a coach or staff member.
Required weight-training and conditioning activities.	Voluntary sport-related activities (e.g., initiated by student-athlete, no attendance taken, no coach present).
Required participation in camps/clinics.	Traveling to and from the site of competition (as long as no countable activities occur).
Visiting the competition site in the sports of cross country, golf and skiing.	Training room activities (e.g., treatment, taping), rehabilitation activities and medical examinations.
Participation outside the regular season in individual skill-related instructional activities with a member of the coaching staff.	Recruiting activities (e.g., student host).
Discussion or review of game films.	Training table meals.
Participation in a physical activity class for student-athletes only and taught by a member of the athletics staff (e.g., coach).	Attending banquets (e.g., awards or postseason banquets).
	Fundraising activities or public relations/promotional activities and community service projects.

<https://www.ncaa.org/sites/default/files/Charts.pdf>

Transfers

Sometimes students have an interest in transferring to another school. If you are interested in transferring to another school there are a number of steps you need to follow:

- The student-athlete must provide notification of intent to explore transfer opportunities in writing (e.g., email) to the Compliance Office.
- Student-Athlete will then need to schedule a time to meet with the Compliance Office to discuss implications of transferring from Daemen (e.g., eligibility, athletic scholarship).

- Student-Athlete is then advised to discuss this decision with their head coach before being placed on portal (in event they have not previously discussed decision with their coach)
- Student-Athlete will need to complete a notification for transfer form in which information will be used to populate transfer portal.
- The Compliance Office will enter students' information into the NCAA transfer portal within two business days following official notification of transfer form completion by Student-Athlete.
- If the student-athlete is eligible to utilize the one-time transfer exception (NCAA Bylaw 14.5.5.3.9), the Compliance Office will contact the head coach and sport supervisor to determine if Daemen College has any objection to granting the one-time transfer exception.
- If Daemen College denies the one-time transfer exception, the student-athlete is notified of his/her right to appeal the denial. Procedure outlined below.

Permission to Contact and/or One-time Transfers Appeal Process

- If the institution does not support the granting of the one-time transfer exception (NCAA Bylaw 14.5.5.3.9), the Daemen Athletics NCAA Compliance Office will send the student-athlete written notice that the one-time transfer exception has been denied and that the student-athlete has the right to appeal the denial.
- If the student-athlete would like to appeal the decision to not grant the one-time transfer exception, the student-athlete must submit the appeal in writing to the Faculty Athletics Representative within ten (10) business days of receiving notification of the denial to transfer. The appeal must include the following:
 - Student's names, ID number, year in school, sport;
 - Reasons for believing that the decision was improper, including names of institutional staff members (e.g., coach, Student Services officer, etc.) with whom the student has discussed the transfer
 - Copies of any relevant documents (e.g., email regarding transfer request).
- A hearing is then scheduled and conducted within thirty (30) calendar days of receipt of the appeal request.

East Coast Conference Intraconference Transfer Policy

According to ECC policy, any Daemen student-athlete who has been included on an eligibility list of an ECC member institution and plans to transfers to another ECC institution will not be eligible

for athletic competition in the same sport until that student-athlete has fulfilled a residence requirement of one full academic year, as defined by NCAA regulations, at the second member institution. The student-athlete may receive athletically related aid and practice at the second institution provided the applicable regulations have been satisfied during the year in residence, but would not be eligible for competition.

An Intraconference Transfer Release form, provided by the ECC, must be completed for every student-athlete who transfers from one ECC school to another whether or not they meet one of the below listed exceptions to this policy. If a student- athlete is granted a waiver or meets one the following exceptions, they must also meet all applicable NCAA eligibility requirements to be eligible to compete.

Exceptions- According to the East Coast Conference & NCAA:

1. This shall not apply to transfer of student-athletes from an institution that discontinues a conference sport.
2. This shall not apply to the transfer of student-athletes from an institution that discontinues the student-athlete's major, as verified by official transcript and note from the registrar's office.
3. This shall not apply to an athletic scholarship student-athlete who transfers to compete in a different conference sport. If the student-athlete upon transferring wishes to participate in the original sport, then they must serve a year in residence at the second member institution.
4. This shall not apply to a student-athlete who does not receive athletically related financial aid at the original institution.
5. This shall not apply to a student-athlete whose athletically related financial aid was not renewed by the original institution, unless the non-renewal was for disciplinary reasons.
6. This shall not apply to a student who has graduated from the original institution and wishes to go to another conference institution to pursue their graduate degree.

If the student-athlete does not meet one of the abovementioned exceptions, they must sit a year in residence at the second member institution.

STUDENT-ATHLETE WELFARE AND EXPECTATIONS

Student-Athletes are expected to know and follow the rules and regulations of ethical conduct established by the following entities:

DURING A PUBLIC HEALTH EMERGENCY

State of New York/Erie County: Expectations

Daemen College prioritizes the safety and well-being of its community members above all else and therefore, all policies and procedures that are outlined as part of the College's official response to a public health emergency must be followed explicitly. Campus policies are put in place in compliance with Erie County Department of Health, New York State, Center for Disease Control and World Health Organization Guidelines. Additionally, all students are required to take a personal responsibility for their health and the health of others. Failure to do so can result in follow-up through the Student Code of Conduct and could result in restriction from classes and/or campuses based on the nature and/or frequency of the violation(s). Generally, the following guidelines must be adhered to during a public health emergency:

RESPECT TO PROTECT PROGRAM

On Campus Meetings and Events

Campus meetings and events will be facilitated as usual with a request for rooms being reserved by Student Activities. Some spaces may have reduced hours of availability to accommodate cleaning and disinfecting. Students should be aware:

- new room capacity limits and groups must not exceed the current established room capacity limits (signs in all rooms) or the current state/regional mandates on crowd size.
- all participants, whether from the Daemen community or guests from off-campus, must follow the current campus protocols and processes regarding campus clearance, social distancing, and wearing a face covering
- all catered events must be provided by Daemen Dining Services
- the use of lobbies and hallways for information tables will be temporarily suspended until density and crowd control mandates are lifted.

Face Mask/ Face Covering

Face coverings must be worn on campus by all members of the Daemen community as well as visitors and guests. All students will be provided a Daemen College face covering. A face covering must be worn over the mouth and nose:

- while in academic spaces
- in the Dining Hall until students are seated and eating
- anytime 6 feet physical distancing cannot be maintained

Any person not wearing a face covering will be asked to retrieve one from their room, car, or home. Students who refuse to comply, may be asked to leave class and/or campus until they have and properly apply the appropriate face covering.

Social Distancing

All individuals on campus are required to comply with the following social distancing measures:

- Individuals will be required to wear face mask or face covering when a 6-ft distance can not be maintained
- In-person meetings should be avoided as much as possible and teleconferencing, phone, video, etc. should be used instead
- Where in-person meetings must occur, they should be limited to the reduced capacity of the space they are in
- Students are expected to pay attention to signage on elevators, exits/entrances, floor stickers, and staircases. All elevator capacities are one passenger, exits/entrances, floor stickers and staircases are labeled for traffic flow

Visitors and Guest Policy

- Visitors/Guests will be restricted on campus during the Fall 2020 semester.
- Residence hall students, including those at off-campus partner locations, are NOT permitted to have visitors at this time

Short term visitors are defined as an individual who are on campus for 30 minutes or less and:

- must wear a face covering over mouth and nose
- complete their business and leave as soon as completed.

Extended visitors are defined as an individual who is on campus for more than 30 minutes and/or performing official business with the college and:

- must wear a face covering over mouth and nose

- fill out a screening form before coming to campus
- report to campus safety to complete screening, have temperature checked, and receive a name tag.

How to Report a Concern

Community members who are concerned about a community member either following policy or being well are expected to complete a CARE report online at daemen.edu/concern. Immediate concerns should be reported to Campus Safety at 716-839-SAFE (7233).

Due to the fluid nature of a public health emergency, the College may issue additional orders and policies during such a crisis in which all community members will be expected to comply, regardless of whether they are outlined in this handbook or not.

National Collegiate Athletic Association (NCAA)

Student-athletes are subject to the rules and regulations of the NCAA governing unsportsmanlike behavior, non-therapeutic drug use, gambling and bribery, as well as other forms of misconduct.

During this public health emergency, the NCAA Board of Governors has directed schools and conferences to meet [specific requirements](#) if they are to conduct NCAA fall sports during the preseason, regular season and postseason.

How to Report a Concern

Concerned individuals can call toll free 833-661-CV19 (2819) or email covidconcerns@ncaa.org with the name of the NCAA member institution, sport and brief summary of the concern. This phone number and email will be available on NCAA platforms, including the [COVID-19 webpage](#), social media and other communications.

Daemen College

All student-athletes are subject to the Code of Student Conduct. A student who is charged with a violation of the Code for general misconduct may be referred to a hearing panel of the committee on Student Conduct for possible disciplinary action. Students who have reason to believe that they are being unjustly accused and/or disciplined by a College employee may contact the office of the Dean of Students. The Student Code of Conduct may be found here: <https://www.daemen.edu/student-life/student-affairs/student-handbook>

Division of Athletics

Student-athletes must abide by all rules and guidelines set forth in this handbook and by the Student-Athlete Code of Conduct. In addition, team rules may be established by each individual sport's Head Coach and his/her staff within parameters set by the Director of Athletics, the Division of Athletics and the College. The Head Coach informs team members of the established team and training rules at the beginning of the academic year.

How to Report a Concern

Student-Athletes who have a concern should email any of the following division personnel with a brief summary of concern:

- Head Coach
- Sport Supervisor
- Director of Athletics

Law Enforcement

When a student-athlete violates a local, state or federal law and the misconduct involves a violent action, drugs and/or a felony charge, the student-athlete may be suspended from participation in intercollegiate athletics until the charges have been addressed by the legal system.

Suspension, Dismissal from Team, or Disciplinary Action

Participation on an intercollegiate athletics team at Daemen College is a privilege. This handbook, along with the Student-Athlete Code of Conduct, outlines the expectations for how you will represent yourself, your team, and Daemen College. This includes the expectation that you will not engage in behavior that is detrimental to the image of your team, the division of athletics and/or Daemen College. If you engage in behavior that, in the discretion of the head coach or members of the Daemen College Athletics Department Administration, is determined to be detrimental to the Daemen College Division of Athletics or to your specific team, then you may be suspended or dismissed from the team and your athletics financial aid may be cancelled. Likewise, if a student-athlete is found to be in violation of ECC or NCAA policy, the penalty imposed depends upon the severity of the offense and may include probation, dismissal from the team, cancellation or gradation of grant-in-aid, and/or dismissal from the College.

Social Media Use

All student-athletes are permitted to use social media. However, they must keep the following things in mind in order to exercise good judgment and uphold a positive image before posting on social media:

- You are an ambassador of Daemen College, the ECC, and the NCAA. Think of the audience of your social media profile and who will be viewing it due to your status as a student-athlete (i.e. fans, their children, or the surrounding local community).
- You must not post any content that is offensive, inappropriate, or in violation of the local/state/federal law, the NCAA, the Daemen Athletic Department policies or the Daemen College student code of conduct (i.e. photos, video, posts, or comments that depict the use of any drugs or alcohol, unsportsmanlike content, derogatory or offensive language, or violent activities).
- If you would not want your future boss, family member, faculty, or media to see what you have posted, do not post it! Even if you delete the post, the Internet is permanent.
- Do not post any personal or sensitive information, such as your address, email, phone number, future schedules, or eligibility.
- Consider setting your privacy settings so that only your friends can view your profile.

Surveys

Student-athletes are surveyed every year about their experience as a student-athlete at Daemen College. The purpose of these surveys and interviews is to provide feedback for the athletic department in order to best evaluate the student-athlete experience and well-being.

All senior student-athletes will receive an exit interview survey after the completion of their season and/or athletic eligibility at Daemen College. The athletic department will also request an in person interview.

At the end of April, all underclassmen will get an end of year survey as well (albeit different from the senior exit survey).

Student-Athlete Hazing

As an NCAA member institution, Daemen College has a shared responsibility to protect the health and safety of all student-athletes. In that regard, Daemen College strictly prohibits hazing, which is a physical, mental, emotional, or psychological act, voluntarily or involuntarily, to anything that may abuse, mistreat, degrade, humiliate, harass or intimidate the person. In addition, it is an act that may compromise the inherent dignity of the person or create a substantial risk of injury to any person. Last, hazing is when one member of a team compels another member to participate in any activity that is against college policy or state/federal law. Student-athletes will not conspire to engage in any hazing activity, participate in hazing or commit an act that causes or is likely to cause bodily danger, physical harm, personal degradation or disgrace, or that results in mental harm to anyone.

Hazing Consequences

- Hazing could cause your team's season to be cancelled.
- Hazing could cause your eligibility to be taken away.
- Hazing could cause you to get arrested, because it is against the law in New York State.

Drugs and Alcohol

Daemen College is committed to the health and wellness of student-athletes and providing a safe environment for the student-athletes to compete. The possession distribution, or the use of illegal and controlled substances is prohibited by Daemen College. For this reason, Daemen College educates the student-athletes about the use of drugs at the beginning of every academic year. At this time, student-athletes will be given a copy of the full drug policy and disciplinary actions to be followed after a positive drug test. This policy represents Daemen College's drug education and testing policy, and is different from the policy of the NCAA. However, it is expected that you follow the policy of both the NCAA and Daemen College. For more information regarding the NCAA's policy on drugs, go to www.ncaa.org or view the 2020 - 2021 NCAA Banned Drugs located

<http://www.ncaa.org/sport-science-institute/topics/2020-21-ncaa-banned-substances>. We have also included a list in this document. However, please note that the most accurate, up-to-date list is available at the NCAA 20-21 banned substance link above.

In addition to the illegal use of drugs, the institution also prohibits the illegal possession, use, or distribution of alcohol by students and employees. Additionally, any action that recklessly or intentionally endangers mental or physical health, or involves the forced consumption of alcohol for the purpose of initiation or affiliation with any organization.

It should also be noted that the legal drinking age for New York State is 21 years old. Any person that is charged with underage drinking is in threat to legal charges and punishments. In addition, it is also against the law in New York State to sell or give away alcohol to anyone under the age of 21, operate a motor vehicle under the influence of drugs and alcohol, and misrepresent one's age for the purpose of purchasing, or consuming alcohol.

According to the NCAA, all student-athletes must sign a drug testing consent form at the beginning of each academic year in order to partake in any athletically related activities. This form allows the institution and the NCAA to test student-athletes for drug usage. If the student-athlete does not sign the drug testing consent form, then they will be ineligible to compete.

According to NCAA policies, a student-athlete who tests positive for drug use will be charged with a loss of a minimum of one season of competition in all sports if their season has not started yet. If their season has started, they will miss the equivalent to one full season. In addition, the

student-athlete will remain ineligible until the student-athlete retests negative and they are reinstated by the NCAA Eligibility Committee.

If the student-athlete tests negative a second time then they will lose all of their remaining regular-season and postseason eligibility in sports. It is important to note that refusal to take an NCAA drug test, is the same as a positive drug test.



2020-21 NCAA Banned Substances

NCAA Division I Bylaw 12 and NCAA Divisions II and III Bylaw 14 require that schools provide drug education to all student-athletes. The athletics director or the athletics director's designee shall disseminate the list of banned drug classes to all student-athletes and educate them about products that might contain banned drugs. All student-athletes are to be notified that the list may change during the academic year, that updates may be found on the NCAA website (ncaa.org) and informed of the appropriate athletics department procedures for disseminating updates to the list. It is the student-athlete's responsibility to check with the appropriate or designated athletics staff before using any substance.

The NCAA bans the following drug classes:

1. Stimulants.
2. Anabolic agents.
3. Alcohol and beta blockers (banned for rifle only).
4. Diuretics and masking agents.
5. Narcotics.
6. Cannabinoids.
7. Peptide hormones, growth factors, related substances and mimetics.
8. Hormone and metabolic modulators.
9. Beta-2 agonists.

Note: Any substance chemically/pharmacologically related to all classes listed above and with no current approval by any governmental regulatory health authority for human therapeutic use (e.g., drugs under pre-clinical or clinical development or discontinued, designer drugs, substances approved only for veterinary use) 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. There is no complete list of banned substances.

Substances and Methods Subject to Restrictions:

- Blood and gene doping.
- Local anesthetics (permitted under some conditions).
- Manipulation of urine samples.
- Beta-2 agonists (permitted only by inhalation with prescription).
- Tampering of urine samples.

NCAA Nutritional/Dietary Supplements:

Before consuming any nutritional/dietary supplement product, review the product and its label with your athletics department staff. Many nutritional/dietary supplements are contaminated with banned substances not listed on the label.

- Nutritional/dietary supplements, including vitamins and minerals, are not well regulated and may cause a positive drug test.
- Student-athletes have tested positive and lost their eligibility using nutritional/dietary supplements.
- Any product containing a nutritional/dietary supplement ingredient is taken at your own risk.

Athletics department staff should provide guidance to student-athletes about supplement use, including a directive to have any product checked by qualified staff members before consuming. The NCAA subscribes only to Drug Free Sport AXIS™ for authoritative review of label ingredients in medications and nutritional/dietary supplements. Contact the Drug Free Sport AXIS at 877-202-0769 or dfsaxis.com (password ncaa1, ncaa2 or ncaa3).



**THERE IS NO COMPLETE LIST OF BANNED SUBSTANCES.
DO NOT RELY ON THIS LIST TO RULE OUT ANY LABEL INGREDIENT.**

Drug Classes	Some Examples of Substances in Each Class	
Stimulants	Amphetamine (Adderall) Caffeine (Guarana) Cocaine Dimethylbutylamine (DMBA; AMP) Dimethylhexylamine (DMHA; Octodrine) Ephedrine Heptaminol Hordenine Methamphetamine <i>Exceptions: Phenylephrine and Pseudoephedrine are not banned.</i>	Methylhexanamine (DMAA; Forthane) Methylphenidate (Ritalin) Mephedrone (bath salts) Modafinil Octopamine Phenethylamines (PEAs) Phentermine Synephrine (bitter orange)
Anabolic Agents	Androstenedione Boldenone Clenbuterol DHCMT (Oral Turinabol) DHEA (7-Keto) Drostanolone Epitestosterone Etiocbolanone Methandienone	Methasterone Nandrolone Norandrostenedione Oxandrolone SARMs [Ligandrol (LGD-4033); Ostarine; RAD140; S-23] Stanozolol Stenbolone Testosterone Trenbolone
Alcohol and Beta Blockers (banned for rifle only)	Alcohol Atenolol Metoprolol Nadolol	Pindolol Propranolol Timolol
Diuretics and Masking Agents	Bumetanide Chlorothiazide Furosemide Hydrochlorothiazide <i>Exceptions: Finasteride is not banned.</i>	Probenecid Spirolactone (canrenone) Triamterene Trichlormethiazide
Narcotics	Buprenorphine Dextromoramide Diamorphine (heroin) Fentanyl, and its derivatives Hydrocodone Hydromorphone Methadone	Morphine Nicomorphine Oxycodone Oxymorphone Pentazocine Pethidine
Cannabinoids	Marijuana Synthetic cannabinoids (Spice; K2; JWH-018; JWH-073) Tetrahydrocannabinol (THC)	
Peptide Hormones, growth factors, related substances and mimetics	Growth hormone (hGH) Human Chorionic Gonadotropin (hCG) Erythropoietin (EPO) <i>Exceptions: Insulin, Synthroid and Forteo are not banned.</i>	IGF-1 (colostrum; deer antler velvet) Ibutamoren (MK-677)
Hormone and Metabolic Modulators	Aromatase Inhibitors [Anastrozole (Arimidex); ATD (androstatrienedione); Formestane; Letrozole] Clomiphene (Clomid) Fulvestrant GW1516 (Cardarine; Endurobol) SERMS [Raloxifene (Evista); Tamoxifen (Nolvadex)]	
Beta-2 Agonists	Bambuterol Formoterol Higenamine	Norcoclasurine Salbutamol Salmeterol

Any substance that is chemically related to one of the above classes, even if it is not listed as an example, is also banned.

It is your responsibility to check with the appropriate or designated athletics staff before using any substance. Many nutritional/dietary supplements are contaminated with banned substances not listed on the label.

Information about ingredients in medications and nutritional/dietary supplements can be obtained by contacting Drug Free Sport AXIS at 877-202-0769 or dfaxis@ncaa.org (password ncaa1, ncaa2 or ncaa3).

Tobacco Products

According to the NCAA by-law 11.1.5 and 17.1.9, student-athletes shall not use or be in possession of tobacco products during any contest, practice, trip, or at any other official team or department activity. A student-athlete who uses tobacco products during any of these activities will be disqualified for the remainder of the activity.

NCAA Nutritional/Dietary Supplements Warning

Before consuming any dietary supplements, it is important to review the product with the appropriate or designated division of athletics staff. There are no NCAA approved supplement products. This is important because dietary supplements, including vitamins and minerals, may cause positive drug tests, which can cause student-athletes to lose eligibility. For this reason, it is essential that you check with your division of athletics before using a supplement. **Please check with the designated athletic training staff before using any substance.**

Harassment

Daemen College has a number of policies and procedures that are in place to prevent bullying and harassment at the institution. The purpose of these policies is to protect the safety and both physical and mental health of students, faculty, staff, and visitors on campus, and to support the institution's mission. Student-athletes must abide by the institution's policies related to harassment. This means that student-athletes are prohibited from engaging in violent acts including assault on a person or property, hate crimes, hazing, stalking, sexual violence, bullying or any other conduct prohibited by College policy and/or law.

Next, this handbook will further discuss sexual harassment as a form of harassment. The university defines sexual harassment as an unwelcome sexual advance, request of sexual favors, and any other form of verbal or physical misconduct of any nature when this misconduct is contingent on the following:

1. Submission of such conduct is either explicitly or implicitly a requirement for educational classes or sports teams.
2. Submission to or denial of such conduct is a determinant of academic or athletic decisions impacting the individual.
3. Such conduct substantially interferes with the individual's academic or athletic performance, or creates a hostile, or uncomfortable work environment.

Sexual harassment is illegal under both state and federal law. Inquiries regarding compliance with Title IX may be directed to the Title IX campus coordinator. Daemen College has designated Tiffany Hamilton, the College's Chief Diversity Officer, as its Title IX Coordinator. Ms. Hamilton can be contacted at: thamilto@daemen.edu or (716) 839-8249. The Title IX Coordinator's responsibilities include coordinating Daemen's compliance with Title IX, and other applicable

nondiscrimination laws and regulations. This includes coordinating the College's grievance procedures for resolving Title IX complaints. The Title IX Coordinator, and designees (if any), receive annual training on: (1) issues related to sexual assault, relationship violence, and stalking, (2) how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability, (3) how to conduct investigations of sexual violence, (4) the effects of trauma, (5) impartiality, (6) the rights of the respondent, including the right to a presumption that the respondent is "not responsible" until a finding of responsibility is made, and (7) Daemen's policies and procedures, and other issues.

Additionally, the College has appointed deputy Title IX Coordinators in the areas of Student Affairs, Athletics, and Employee Engagement. The Deputy Title IX Coordinator in Student Affairs (Kerry Spicer, Dean of Students, kspicer@daemen.edu, 716-839-8200) is typically responsible for coordinating responses to reported student violations of the sexual assault policy.

More information can be found

<https://www.daemen.edu/student-life/student-affairs/student-handbook/section-6-sexual-violence-policies-procedures>

In addition to sexual harassment, there are a number of other forms of harassment that are deemed unlawful by New York State, and therefore goes against the institutions Code of Conduct. Unlawful harassment is defined as verbal or physical conduct, which degrades or shows hostility or aversion to an individual because of his or her race, color, gender, sexual orientation, age, religion, national origin, marital status, veteran status, disability, genetic predisposition, carrier status, or status as a victim of domestic violence, or that of his or her relatives, friends, or associates, and which:

1. Creates a hostile or threatening work and educational environment.
2. Has the purpose or effect of impacting one's performance.
3. Otherwise impacts the individual's employment or educational opportunities.

Students, applicants, and employees are encouraged to promptly report any conduct that they believe violates the institution's harassment policy. If the College does not know about the conduct, it cannot act. Complaints or inquiries should be made confidentially to the Title IX Coordinator. Alternatively, you may initially discuss the matter with any other employee of the College, or involve any other person to help you in bringing your complaint forward, so long as your complaint is promptly brought to the attention of the Title IX Coordinator. The matter must always be reported to the Title IX Coordinator because of the need for consistency and centralized decision-making in the application of this policy.

Complaints will be handled pursuant to the Grievance Procedure in Discrimination and Harassment Cases. Complaints and inquiries will be kept confidential to the extent practicable,

consistent with the need to conduct an adequate investigation. Any employee or student who is found to have violated this policy will be subjected to appropriate disciplinary measures up to and including termination or expulsion.

Please do not allow conduct that may violate this policy to continue unreported. It is extremely important that this be reported so that the College can act to stop such conduct at the earliest possible time.

If an individual is apprehensive about reporting any form of harassment at the institution, the individual should be mindful of the retaliation policy on campus. Retaliation against students, applicants, or employees for exercising their rights under this policy is also strictly prohibited and will not be tolerated. This includes retaliation for inquiring about one's rights, or for making an honest complaint of a violation or possible violation, or for truthfully assisting in a complaint investigation. Athletic Department staff are required to report to the Title IX Coordinator any information regarding the above issues.

Sportsmanship

The NCAA states their view on sportsmanship through their Principle of Sportsmanship and Ethical Conduct, which states that student-athletes "...should adhere to such fundamental values as respect, fairness, civility, honesty and responsibility. These values should be manifest in not only the athletics participation but also in the broad spectrum of activities affecting the athletics program."

The NCAA, ECC, and Daemen Athletics communities are committed to creating a positive athletic environment for student-athletes, coaches, staff, referees, and spectators. Please understand that as a student-athlete you are serving a model for fans, spectators, students, community members, and others regarding respectful and sportsmanlike behavior. The previously mentioned organizations expect and promote student-athletes, spectators, team members, and university officials to continually treat each other with respect and civility. Trash talking, baiting, taunting, sexual, racial or profane language, celebration that humiliates opponents, fighting or attempts to injure are a few examples are behaviors that are prohibited. In addition, coaches are to define the actions that constitute inappropriate conduct, and suggest ways to avoid such behaviors similar to the actions previously mentioned. Student-Athletes are encouraged to review the Student-Athlete Code of Conduct for more examples are unacceptable behaviors. If an individual does partake in the unsportsmanlike acts, they will face a penalty imposed by their coach, Daemen College, ECC, and/or NCAA.

Gambling and Bribery

Daemen College and the Athletics Department have developed and implemented a comprehensive educational program which instructs the student-athlete on the nature and

prevalence of intercollegiate gambling and bribery, as well as the risks involved for the individual and for the entire College. However, student-athletes are responsible for the following:

- Reporting any form of gambling or bribery;
- Understanding what constitutes gambling and bribery activities;
- Contacting the coach or a Sports Information Office staff member with any questions concerning sports gambling or bribery; and
- Being aware of the disciplinary action that can result.

As per the NCAA, student-athletes and university officials may not do the following in regard to gambling and bribery:

1. Provide information to individuals regarding intercollegiate athletic activities or events.
2. Solicit or accept a bet on any athletic team, including professional teams and collegiate teams.
3. Solicit or accept any tangible good that holds value because of one's athletic ability.
4. Participate in any gambling activity involving athletics with a bookmaker, parlay card, or any other method involved in organized gambling.

Student-athletes who violate the rules face the following sanctions

A student-athlete who engages in activities designed to influence the result of an athletic competition, or in an effort to influence the win-loss margins, or partakes in the above-mentioned activities could permanently lose all remaining regular-season and postseason eligibility in all sports.

Student-athletes can lose eligibility for a minimum of one year from the date of the institution's determination that the violation has occurred

If the student-athlete is determined to have been involved in a subsequent violation of any portion of Bylaw 10.3, the student-athlete shall permanently lose all remaining regular season and postseason eligibility in all sports.

Reporting

Student-athletes must report their own violations and/or the violations of others. Reports should be made to the Director of Athletics or the Assistant Athletic Director for Compliance.

For example, a student-athlete must self-report his or her own underage drinking, the underage drinking of another student-athlete, and the planning of a party where drinking by student-athletes in-season will likely occur.

This reporting obligation is serious. Failure to report a violation by a student-athlete is an independent violation of this Code.

Disciplinary Process and Sanctions

Daemen Athletics disciplinary process is independent of, and supplements, the College judicial process. Sanctions levied by Daemen Athletics may occur over and above those levied by the Dean of Students Office. Sanctions will vary depending on the type and circumstances of the violation but may without limitation include loss of Athletics eligibility and/or scholarship.

When Daemen Athletics becomes aware of an alleged violation of this Code of Conduct, the Director of Athletics or her/his designee will take reasonable steps to verify the validity, reliability, and accuracy of the report. These steps may include interviews of students and employees, or of non-College persons having knowledge of relevant facts; examination of documents; and other steps necessary for the Director of Athletics to determine the merits of the report.

Upon the Director's satisfaction that they have sufficient information to proceed, sanctions, if applicable, shall be issued. At that time, any previous violations of the Code, or any other Standards of Conduct, shall be a factor in determining the gravity of the violation, and the appropriate sanction.

Possible sanctions include, but are not limited to:

1. Warning. The issuance of a written warning.
2. Probation. Special status with conditions imposed for a limited time.
3. Community Service. As required by the Athletic Director.
4. Restitution. Payment for damaged property.
5. Temporary Suspension. Removal of a student-athlete from some or all Daemen Athletics activities, including athletic participation in team events, for a limited period of time.
6. Suspension. Removal of a student-athlete from some or all Daemen Athletics activities, including athletic participation in team events, for a specified period of no less than one season.
7. Expulsion. Permanent removal from a team and/or Daemen Athletics activities.
8. Withdrawal of Financial Aid. Termination of athletic-related financial aid at first opportunity allowable by NCAA/ECC regulations.

Student Dispute Resolution and Conduct Review Procedures

Daemen College is committed to serving its students effectively and responsively. Students with questions or complaints should communicate directly with the department or office concerned, with a view to resolving the issue as expeditiously as possible.

Ordinarily, disputes with faculty members should be brought to the attention of the chair of the faculty member's department or, if the dispute involves the chair, to the divisional dean. A student may choose to use the online Bias Report Form, if pertinent, for assistance in resolution. Disputes concerning grades (including determinations of academic dishonesty) are handled exclusively in accordance with the Grade Appeal Procedure found in the College Catalog and the Student Handbook.

Disputes with non-faculty employees should be brought to the attention of the employee's supervisor for review and resolution.

Disputes between students that do not fall into one of the above-mentioned categories should be brought to the attention of the Dean of Students.

Students at the college level, regardless of age, have both the right and responsibility to represent themselves in all matters concerning their education. This includes their ongoing development of those life skills necessary to functioning as capable and successful adults in the workplace and beyond. As such, the direct involvement of parents or other personal advocates in dispute resolution at the college level is generally considered inappropriate.

Students wishing to discuss an issue concerning a College employee are welcomed and encouraged to speak with an advisor in the Student Success Center (Research & Information Commons, first floor). Advisors can be valuable sounding boards who, while not "taking sides," can help students clarify issues, explain any pertinent policies or procedures, and give supportive guidance on the student's options.

Typically, in cases where the dispute potentially includes a violation of the Student Code of Conduct, the situation will be addressed via the procedures set forth in this handbook under the Conduct Review Procedures.

DIVERSITY AND INCLUSION; NON-DISCRIMINATION

Diversity and Inclusion

Daemen College sustains foundations of a diverse and inclusive culture across dimensions of diversity including but not limited to age, race, sex, class, national origin, creed, educational background, religion, gender identity, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences.

Non- Discrimination

It is the policy of Daemen College not to discriminate on the basis of sex, including sexual harassment, in its educational programs, athletic programs, other activities or employment policies as required by Title IX of the 1972 Education Amendments and other applicable anti-discrimination laws.

TRANSPORTATION

Practice/Home Game Travel and Transportation

Daemen College requires all student-athletes to use Daemen owned/leased vehicles to travel to and from off-campus practice facilities. If the student-athlete has a class that will make them have to leave early or arrive late for the practice, then they are welcome to drive their own vehicle to the off-campus venue. When driving their own vehicle, the student-athlete is taking full responsibility and liability for themselves and the safety of others being transported.

Away Game Travel and Transportation

All travel accommodations are the responsibility of the team's coach, with the assistance of the Daemen Athletics Operations Coordinators.

The distance of the away game will determine the mode of transportation used to the away game.

- When the team uses airline travel, it is required that the coach organizes ground travel to and from the airport, as well as ground travel while at the destination.
- Coach buses will be utilized when the trip is more than 4 hours one way. The bus company will provide a driver and replacement driver as per DOT regulation.
- Passenger vans will be utilized for trips less than four hours one way. If the coach would like to use a passenger van for a trip that is more than four hours one way, then it needs to be approved by the Director of Athletics. If approved to utilize a passenger vehicle for a trip that is more than four hours, the college must provide a non-student-athlete relief driver for each van.

It is strongly encouraged that all student-athletes utilize the transportation that is provided by the institution to and from away games. The only exception is if the departure or arrival time disrupts their academic schedule, then they are capable of using their own vehicles however, this needs to be discussed with the head coach, sport supervisor and the Director of Athletics. On a case-by-case basis, if it is decided that the student-athlete will use their own vehicle as their mode of transportation to or from an away game, they are accepting full responsibility and liability for themselves and other passengers.

Additionally, coaches who utilize their own vehicles to travel to or from away games do so at their own risk. If coaches want to transport other participants in their car, this must be discussed with the sport supervisor and Director of Athletics. If it is determined coaches will be transporting other participants to and from away games in their own personal vehicles, coaches accept full responsibility and liability for the health and safety of those passengers.

ACADEMICS

Athletics Missed Class Time Policy and Procedures

Student-athletes are required to provide their faculty members with a missed class time letter made for them by the division of athletics. It is also the responsibility of the student athlete to follow up with their faculty before classes they will miss.

It should be noted that the Student-Athlete Success and Community Engagement Coordinator will do their best to assist you in scheduling your classes so there are not any conflicts between your academic and athletic schedules. However, sometimes classes will conflict with practice or competition. It is a NCAA violation for a student-athlete to miss class for any practice activities or team activities.

Procedure

- It is the responsibility of the Head Coach to schedule their practices during a time that does not conflict with the academic schedules of their student-athletes. If the practice time conflicts with an academic obligation of the student-athlete, the student-athlete is required to go to class, not practice.
- The Compliance Office is responsible for educating student-athletes on the NCAA regulations.
- Approximately one month before the start of the season, the coach is responsible for providing a schedule to student-athletes, which lists the times that student-athletes must report for competition. This is the preferred timeline however unforeseen circumstances such as a global health crisis or a facility issue may necessitate less advanced notice of practice schedules.

NCAA Bylaw 17.1.6 discusses student-athletes missing classes due to athletically related activities, and is the basis for Daemen's Missed Class Time Procedure.

- Student-athletes are not required to attend practice that results in missed schedule class time or final exams. Activities that student-athletes are excused from include practice, workouts, meetings, and celebratory events.
- Recruiting and media requests may not interfere with the student-athletes academics.
- For home competitions, student-athletes may not be excused from any class time before two hours of scheduled competition.
- For weekday away games with same day travel, scheduled departure should not be any more than the amount of time that it takes to drive to the destination plus an additional 90 minutes. For example, if it takes 1 hour to drive to an away game and the game starts at 2:30 pm, then the team should not depart from Daemen until Noon.
- For away competitions with overnight travel, the team should not depart more than 30 hours before the competition.

- Before the start of classes or the start of competition, whichever date is first, the Compliance Office, along with Student-Athlete Academic Success Office, will provide Missed Class Time Letters per sport for student-athletes to provide for their instructors. The letters list the date and time of the competition, the date and time that the student-athlete is required to report to the facility for competition, and when the student-athlete will return.
- After the student-athlete gives the Missed Class Time Letter to their instructor, the student-athlete needs to receive a signature from each instructor receiving the letter on the receipt log, which is provided along with the letter.
- Student-athletes are required to make up any assignments missed, on time or in advance. Additionally, they are responsible for receiving any information they missed in class. If the student-athlete misses a graded in class assignment, the student-athlete is to contact their instructor before their missed class to discuss making up the assignment. Possible solutions involve completing the assignment early or working with FAR to complete the assignment when on the road.
- Head coaches will not schedule away from home competitions that require missed class time during the first week of classes, final exam period, or the weekend before final exams. Student-athletes need to confirm the dates of final exams at least one month before the last day of classes and notify FAR if there are any conflicts.

COVID Athletics Study Policy

The Student-Athlete Academic Support Services & Community Engagement Coordinator determine the required study hours. Additionally, they will track study hours once a week and report any deficiencies to the Compliance Office, as well as the student-athlete's head coach.

A student-athlete may be required to attend study hours for a number of reasons. First, all freshman and transfer students are required to attend study hall for their first semester at Daemen College. Additionally, student-athletes may be required to attend study hall or study table if their GPA is below a 2.75, if they appear on the CARE report, are deemed an "at risk" student, are academically ineligible to compete, or are required by their coaches.

COVID Study hall and study table GPA breakdown:

Semester GPA's

- 2.30 – 2.74- 4 hours in Library Sunday-Thursday
- Below 2.30, Freshmen, Transfers –6 hours- 2 hours on your assigned day in the Dining Hall, the remaining 4 in the Library Sunday-Thursday

If a student-athlete sees an academic coach, tutor, or meets with a professor those hours can be counted toward study hours. For these hours to be counted, the student-athlete must have the Academic Coach or Professor sign an Academic Coaching Tracking Form. Forms are located in the Student-Athlete Academic Center by the computer. Forms must be turned into the Student-Athlete Academic Support Services & Community Engagement Coordinator by the next business day. Additionally, study session attendance will be counted toward your study hours. For more information regarding academic coaching please click [here](#).

Study Hall

Study Hall is proctored in the Wick Dining Hall Monday and Tuesday You are required upon arrival to show your ID to the proctor and have them check you in. Failure to provide ID will result in dismissal from study hall.

- No more than 2 students per table.
- You MAY NOT LEAVE EARLY.
- You are not to go to the library to print. Printing must be done before or after Study Hall.
- You are not to go to 78 West, your room, or the Den while in Study Hall
- Leaving for more than 10 minutes will result in hours not counting that day.
- This is a silent study; you are to only be working individually.
- Laptops are to be used for academic purposes. NOT SOCIAL MEDIA/ WATCHING MOVIES/ or VIDEO CLIPS using social media will result in dismissal and hours not counting.

Academic Honesty

Ethical behavior is an essential part of the College experience. By developing moral standards while at Daemen, student-athletes are preparing for the difficult decisions that they will confront later in their lives. Additionally, honesty and trust are necessary for assessment of learning.

Copying, cutting and pasting, plagiarizing, fixing grades, cheating on an exam, and submitting fraudulent work are just a few of the types of “academic dishonesty” that can be disciplined both under the College’s academic honesty policy, and this Code. Such disciplinary action may range from loss of grade for report and/or withdrawal from that course, suspension from team, suspension and/or dismissal from Daemen College. If you are struggling with academics, contact your coach or the Student-Athlete Academic Support Services & Community Engagement Coordinator. Daemen Athletics cannot tolerate academic dishonesty in any form.

Daemen College’s full academic honesty policy can be found at <https://catalog.daemen.edu/undergrad/daemen-overview/academic-regulations-standards/>

Academic Support Services

There are a number of academic support services across campus and within the Division of Athletics that aid in students' success in and out of the classroom. What follows is a list of resources available across campus:

Academic Coaching

Free academic coaching is available to all Daemen students in most academic subjects. Coaches are experienced students who have been recommended by instructors and who complete a training program. Coaches assist students with study techniques and learning strategies, as well as course content. Peer Led Team Learning (PLTL) is an academic support, which provides sessions with a PLTL Leader for selected courses on campus. The PLTL Leader, who has already successfully completed the class, meets with students during regularly scheduled sessions to facilitate team/group practice and application of course information.

Coaching is available to English as a Second Language ESL students at the Learning Center. Students meet to work on writing assignments from courses.

Learning Center

Students are encouraged to meet with The Learning Center Coordinator to discuss study skills information such as strategies for overcoming academic difficulties. At the Learning Center, you will find help with time management, techniques for memory improvement, strategies for test taking, and information about your personal learning style.

The Learning Center (x8228) is located on the Main Street end of the first floor of the RIC as part of Academic Support Services.

MGT 101- First-Year Student-Athlete Experience:

This course is offered during the fall semester of each academic year to both freshman and transfer student-athletes. MGT 101 is a seminar style course, but includes lectures, guest presentations, peer-to-peer presentations, reading of relevant literature, as well as assignments that will assess the learning of student-athletes on relevant topics. In this course students will complete myPlaybook through the NCAA myPlaybook is a collection of online lessons that use evidence-based strategies to promote the health and well-being of student-athletes. Specific strategies include social norms, behavioral expectancies, behavioral intentions, as well as bystander, decision making, stress management, goal setting, and harm prevention skills.

Academic Advisors:

Every student at Daemen College is assigned to a Faculty Advisor who will guide students in achieving their goals both inside of the classroom and outside of the classroom. These Faculty

Advisors are responsible for assisting students in scheduling their courses each semester, in the selection of electives that will fulfill degree requirements, as well as career goals.

In addition to having Faculty Advisors, students are encouraged to utilize the Student Success Center's Assistant Vice President for Student Success and their staff of Academic Advisors. Similarly to the Faculty Advisors, the Academic Advisors can assist students with scheduling, and tracking of degree requirements.

Academic Computing Services:

Students of Daemen College are provided with a wide array of information technologies. The Research and Information Commons (RIC) as well as the Business Building house several computing facilities consisting of current and well-maintained workstations. These facilities provide useful academic software, support and a secure Internet connection. They are also open convenient hours to accommodate academic needs. Academic departments including animation, graphic design, mathematics, natural sciences, and psychology, maintain computer laboratories and stand-alone computer systems with specialized software and peripherals. Most buildings on-campus now offer wireless access.

Workstations in the RIC and Business Building are available to all students. For more information, or for the Academic Computer Services hours, go to <https://www.daemen.edu/computing>.

Disability Services:

Disability Services is the designated department by the College to determine reasonable accommodations and services for students with disabilities. Daemen College complies with the Rehabilitation Act of 1973, the Americans with Disabilities Act, and applicable state and local laws providing for nondiscrimination against qualified individuals with disabilities. Daemen College is committed to ensuring equal access and full participation in all programs and activities of the College.

Students with documented disabilities can arrange accommodations such as note-takers, screen readers, sign language interpreters, and approved testing accommodations. To set these accommodations up please contact Therese Bass, Director of Disability Services, Research & Information Commons, room 113; voice 716.839.8228; fax 716.745.4335. Information on documentation guidelines and disability services can be found on the website [here](#). Prospective students, please note that disability-related information is not included in the academic records sent by your high school or previous college attended; a separate authorization from you is required. Your guidance counselor or disability services provider can advise you.

For questions regarding access, including requests for changes in event locations and sign interpreters, contact the Assistant Vice President for Student Success (504/ADA Coordinator) phone 716.839.8228.

Counseling Services:

The counselors of Daemen College serve the psychological well-being of the Daemen College community so that students may be successful academically, ethically, spiritually, and personally. All registered Daemen students are eligible to attend up to 15 sessions per academic year free of charge. Services provided include: individual counseling, group counseling, couples counseling (all participants must be Daemen students), mediation, and consultation.

All counseling sessions are confidential. Your privacy and trust are important to us and are protected by state laws and professional ethical standards. No information can be released without your written authorization. However, confidentiality is legally limited. Your counselor will speak with you about the limits of confidentiality when you first meet. Feel free to ask your counselor any questions or express any concerns you may have about confidentiality.

All counseling appointments take place in the Chip Center, which is housed in Wick Center, first floor, room 117. To schedule an appointment, please contact the counselor of your choice:

Danielle Eadie, Clinical Director of Counseling Service, LCSW: 716-839-7380

Stephanie Bordin, LMHC: (716) 839-8375

Deloris Fields-Jones, LMSW: (716) 688-3852

Career Services:

The Career Services office helps students explore career options and provides students with helpful guidance in program decisions making, career planning, graduate school options, résumé writing, internships, and jobs. Located in Wick Campus Center Second Floor or visit daemen.edu/career/ to view the list of services offered.

LEADS

Daemen College's LEADS Center serves as a clearinghouse for students aspiring to realize and develop their leadership skills. The program affords Daemen students the knowledge, skills, and experiences necessary to bring purpose, meaning, and integrity into their lives, and consequently the lives of others. For more information and a list of LEADS programs visit daemen.edu/LEADS/

DC Will Lead

Athletics also hosts their own leadership development series, DC Will Lead, which promotes and fosters the growth and development of leadership skills for student-athletes to use in their sport, in the classroom, and in life. DC Will Lead is intended to be an extension of the work coaches do with their student-athletes. Athletics looks to provide the opportunity to go more in depth on leadership concepts with their peers, and supplement the great work coaches do every day.

Health Services:

Connects students with quality care in the event of illness or injury. Partners with qualified community health organizations to provide health education. Prepares students to be their own health advocates and inform consumers of appropriate health care services. Located in the CHIP

Center in Wick Campus Center. For list of the services visit:

<https://www.daemen.edu/student-life/student-services/chip-center>

Athlete Mentorship Program (AMP)

The Student-Athlete Mentorship Program is a mentorship program for first year Daemen College student-athletes. Upperclassmen student-athletes serve as mentors for first year student-athletes. The mentors are in good academic standing, and serve as role models in the Daemen community. Additionally, coaches and administrators in the Division of Athletics recommend the mentors. The purpose of this program is for upperclassmen student-athletes to aid first-year students in their transition to college academics, and athletics.

Faculty Athletic Representative

The Faculty-Athletic Representative (FAR) at Daemen College plays a vital role in fostering the relationship between intercollegiate athletics and higher education. FARs both advocate for student-athletes' well-being and oversee the academic integrity of Daemen Athletics. The FAR here at Daemen College is Dr. Kevin Telford, Associate Professor in the Modern Languages Department. Dr. Telford works closely with the Compliance Office to ensure Daemen's compliance with NCAA Division II and East Coast Conference rules and regulations, while also championing various programs for student-athletes to ensure their athletic and academic success at the College. You may call or email Dr. Telford at 716-839-8340 or ktelford@daemen.edu.

Finances

Student-Athlete Employment

The Compliance Office will review NCAA regulations governing student-athlete employment, during the mandatory compliance student-athlete meeting at the beginning of each semester. Following these meetings, the steps below must be taken for the student-athlete to disclose their employment for the entire year.

1. The student-athlete must complete a Student-Athlete Employment Form, provided at the Fall Compliance Check in and Spring Compliance check out meetings. If there are any changes to a student-athletes' employment status, one can find the Student-Athlete Form on the compliance website. The student-athlete must affirm their understanding of the terms outlined in the Student-Athlete Employment Form and their intent to adhere to its provisions.
2. The Compliance Office will review the Student-Athlete Employment Form and will sign the form indicating that the student-athlete has completed all steps. Additionally, the student-athlete will be provided with a signed copy.
3. The Compliance Office will periodically monitor the employment of student-athletes.

Student-Athletes can be employed (e.g., as counselors) as workers at camps and clinics for their respective sports. If interested in working at an institutional camp/clinic, the student-athlete must work with the Camp/Clinic Director to complete a written request for the student-athlete to be employed. Currently enrolled student-athletes may not participate as campers in their institution's camps or clinics. The Director of Athletics must give prior approval to the student-athlete's employment arrangement in a camp or clinic. The Director of Athletics, Compliance Office, and Camp Director must all sign a Student-Athlete Camp Employment form for each student to be employed, at least one week before the start of a camp/clinic.

Student-Athletes may only be employed at an outside camp or clinic if it is operated under all NCAA rules applicable to institutional camps and clinics. Therefore, all student-athletes seeking to be employed at a non-institutional camp/clinic are not able to do so without prior approval from the Compliance Office or Director of Athletics.

If an individual is looking to work for an outside camp or clinic, it is important they complete the following steps:

1. Complete an Outside Camp/Clinic Request Form (available through the Compliance Office) and submit to the Compliance Office for approval. It is due at least two weeks before the camp or clinic.
2. The Compliance Office or Director of Athletics reviews the form and then will grant or deny permission. The Compliance Office will then notify the student-athlete regarding the decision via email, and a copy of the Outside Camp/Clinic Request form is placed in the student-athlete file.

Awards, Banquets, & Benefits

Daemen Athletics selects deserving student-athletes to receive athletic awards as recognition of participation in Athletics, academic performance, and outstanding achievement. Each sport has annual awards that are based on criteria set by the individual sport. These awards are presented at the discretion of Daemen Athletics and comply with all applicable NCAA regulations. Head coaches must obtain approval from the Director of Athletics for any awards provided to the student-athlete. Awards by outside groups or organizations are not allowed unless approved in advance by the Compliance Office or the Director of Athletics. Examples of awards including the following:

- C.L.A.W. (presented annually to the senior student-athlete who best exhibits excellence in the traits of character, leadership, academic achievement and work ethic)
- Female and Male Newcomer of the Year
- Female and Male Athlete of the Year
- Per Individual Team:
 - Most Valuable Player
 - Most Improved Player
 - Coach's Award

In addition, graduating student-athletes are invited to attend the W Society Luncheon if they meet the following criteria:

- Will have a bachelor degree conferred in May of the year you attend the luncheon, and are not returning to compete the next year. If you will graduate and be returning for a remaining year of eligibility, you will have a choice of which year to be honored.
- Will have a graduate degree conferred in May of the year you attend the luncheon and completed the last of your eligibility in that same year
- If you are in a BSMS program or the PT program, you must, by May, have satisfied all the requirements of the BS portion, and are either not returning to compete next year, or if you are intending to return for a final year of competition, you will have a choice of which year to be honored.
- Are not graduating in May of that year however, have completed your eligibility in the same year

- Due to academic program design, will be transferring to another institution in the following year and not electing to compete in athletics upon transfer at new institution

It is prohibited for student-athletes to receive additional rewards or benefits from faculty members, staff members, or anyone else who the student-athlete is legally dependent upon. If a student-athlete receives any financial award, or benefit that is not authorized by Bylaw 16 of the NCAA, they will be deemed ineligible. Examples of prohibited awards from outside entities, staff members, or faculty include:

- Loan or cash to cover off-campus housing expenses
- Loans of any sort
- House-sitting for a coach
- Overnight lodging in a coach or staff member home
- Meals or food outside of the Occasional Home Meal
- Booster providing rides to student-athletes
- Use of car or transportation that is not generally available to the institution's students

Student Athlete Financial Aid Appeal Process

If a student-athlete wishes to appeal the nonrenewal or reduction of aid the student-athlete may ask for a hearing before the Financial Aid Appeals Committee. Student-athlete must notify, in writing, the Financial Aid Office within 14 days of the issuance of this letter, asking for a hearing at the following address:

Daemen College
Attn: Director of Financial Aid
4380 Main Street
Amherst, NY 14226

Committee

The Appeals Committee consists of the following individuals: Members of the Financial Aid Appeal Committee include: Jeffrey Pagano – Director of Financial Aid; Michele Flint – Associate Professor, MIS/Accounting; Jon Good – Assistant Professor, Natural Sciences; and Kevin Telford – Associate Professor / Dept. Chair and Faculty Athletics Representative.

Procedures for Appealing Reduction, Cancellation or Nonrenewal Athletic Scholarship Appeals Hearing:

1. Within 14 consecutive calendar days of written notification by the Director of Athletics, the Financial Aid Office shall send written notification to the student-athlete regarding the opportunity for an appeal hearing.
2. The student-athlete shall have 14 consecutive calendar days upon the date of issuance of this letter to respond, in writing, to the Financial Aid Office and formally request a hearing.
3. A late notification, or failure to submit a written request for a hearing, shall be interpreted as a refusal of the opportunity for a hearing. As a result, the initial

determination to reduce, cancel, or not renew the athletic grant-in-aid shall be made final and binding.

4. Upon receiving a written request for the hearing, the Financial Aid Appeals Committee shall conduct the hearing within 30 consecutive calendar days. The student-athlete and Daemen Athletics shall receive written notification as to the time, date, and location of the hearing.
5. The Financial Aid Appeals Committee presides over this hearing and makes the final determination and the Director of Financial Aid serves as the Chair of the Committee.
6. The Financial Aid Appeal Committee is composed of individuals outside of Daemen Athletics.
7. At this hearing, the student-athlete and Daemen Athletics shall be allowed an opportunity to present their case regarding the reduction, cancellation or nonrenewal of athletic aid. Either party is permitted to present witnesses and/or documents to the Committee that may support their position.
8. At the conclusion of the hearing, the Financial Aid Appeal Committee shall have 48 hours to render a final decision as to the status of athletic aid. Both Daemen Athletics and the student-athlete shall be informed of this decision. This decision shall be final and not subject to appeal.

Action

If the Appeals Committee determines that the decision was not a violation of any NCAA rules/regulations or institutional policy and no extenuating circumstances are present, the appeal is denied.

If the Appeals Committee determines that the decision was in violation of any NCAA rules/regulations or institutional policy, the appeal is approved. The original athletically-related financial aid award is made available to the student-athlete as soon as possible. In some cases, a work commitment to Athletics may be required to fulfill the terms of the scholarship contract.

In any case, the chair of the Appeals Committee notifies the student and other appropriate parties in writing within ten business days after the hearing.

Postgraduate Scholarships

The NCAA awards around 170 postgraduate scholarships for use in an accredited graduate program. The scholarship is for student-athletes who are in their final year of competition or have completed athletic eligibility and have proven their excellence both academically and athletically. Eligible student-athletes must be nominated by the Faculty Athletic Representative, have a minimum undergraduate cumulative GPA of a 3.2 (on a 4.0 scale), and be enrolled in a graduate degree granting program within one-year after the academic year the scholarship was awarded.

Outside Scholarships

All student-athletes are required to report on any outside scholarships they are receiving. student-athletes are required to report this information when completing their Fall NCAA check in paperwork. Further, the financial aid office will follow up with these students requiring them to complete a form listing information about their outside scholarships.

Apparel or Equipment that includes Institutional Identification

A student-athlete may retain institutional athletic apparel items (not equipment) as an award after the student-athlete exhausts their eligibility, per the discretion of the head coach.

Each Head Coach is permitted to hold a campus-wide “sale” of any apparel that is no longer being used or is in excess for the academic year and funds raised will benefit that specific sport program. However, prices must be discussed with the Athletics Business Manager to ensure compliance with Daemen College Business Office policies and procedures.

Occasional Home Meal

Occasionally during the semester, a student-athlete singularly or an entire team may receive a home meal from coaches, staff or a booster. These meals must be pre-approved by the Compliance Office.

Complimentary Admissions (Tickets)

The Compliance Office will coordinate complimentary admissions through pre- submitted pass lists and visit forms for each class of complimentary admission. ARMS will be used to administer complimentary tickets. No “hard tickets” will be issued to any individual receiving complimentary admission. A valid I.D. must be presented before a complimentary admission will be issued. Student-athletes may receive up to a maximum of four (4) complimentary admissions per regular season competition in their sport for their guests, regardless of whether the student-athlete competes. Student-athletes may neither sell their complimentary admissions benefits nor provide complimentary admissions benefits for a booster or an agent or any persons associated with gambling.

Directions:

When logged into ARMS, the Student-Athlete will have the option to request tickets for events where the ticket window is "Open." Student-Athletes will be notified of all ticket approvals and/or rejections via an email notification from ARMS. The Compliance Office monitors any complimentary admissions listed on ARMS.

From the **Complimentary Tickets** page in the **My ARMS** module Student-Athletes will:

- Click on the button for **Request**

- For New Guest Requests: Enter **Guest Name and Relationship** and any other required information based on the department's settings
- For Whitelisted Guests: select the guest's name from the **drop-down list** available.

Fundraising

Daemen Athletics coaches, athletics administrators, student-athletes and “representatives of athletic interests” shall follow all NCAA athletic fundraising policies and procedures, as well as Daemen College Business Office and Advancement Office rules and regulations, regarding the raising of and receipting of funds from any and all fundraising events without exception. Each Head Coach is encouraged to set up opportunities for their team to participate in fundraising activities that will generate operational money for their sport. There are many different fundraising options. Each team will seek out different fundraising opportunities, and student-athletes are encouraged to participate in such activities to help generate operational money for their sport or to offset the cost of specific items. The Director of Athletics will approve all athletically related fundraising events, in advance.

STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC)

What is SAAC?

The Student Athlete Advisory Committee (SAAC) is a committee made up of student-athletes whose role is to provide insight into the student-athlete experience. Two student-athletes from each sport will serve as a representative for SAAC. Members of SAAC will develop leadership skills and mature into well- rounded individuals while promoting a positive image of Daemen College at all times. SAAC offers student-athletes to offer their opinions on the rules, regulations, and policies that affect the lives of student-athletes not only at Daemen College, but also on campuses around the country. Topics of discussion include academics, service opportunities, collaboration, and new NCAA legislation.

Mission

The SAAC is a requirement of member institutions within the NCAA . The ultimate mission of the National Student-Athlete Advisory Committees is to enhance the total student-athlete experience within the Daemen Athletics Department, the ECC, and the NCAA as a whole by promoting opportunity, protecting student-athlete welfare and fostering a positive student-athlete image.

Functions of SAAC:

- Generate a student-athlete voice within the department, institution, and conference.
- Solicit response from student-athletes to proposed NCAA legislation.
- Organize community service and community engagement opportunities.
- Create an opportunity for student-athletes to serve on campus-wide committees.
- Promote communication between athletics administration and student-athletes.
- To give student-athletes an opportunity to communicate suggestions, needs, wants, praise, and problems to the athletics administration.
- Build a sense of community within Daemen Athletics involving all teams equally.
- To design programs that will encourage academic success, health promotion, social responsibility, and general awareness of the needs of the student-athletes on campus
- Provide feedback and insight into Daemen Athletics issues/concerns.
- Promote a positive student-athlete image on campus and in the community.

SAAC Executive Board

In addition, there are five officers (President, Vice President, Secretary, Treasurer and Marketing /Promotions officer, Community Outreach/ Diversity and Inclusion officer) that comprise the SAAC Executive Board. These officers each play an important role in the organization of the committee.

COMMUNITY ENGAGEMENT

Purpose

Mirroring the Daemen College philosophy, Division II athletics programs' goal is to engage with their communities to foster relationships between student-athletes and community members and develop a shared civic experience. All student-athletes shall participate in community service initiatives, either with their respective teams and/or with SAAC. Daemen Athletics shall offer service to Daemen College, to Daemen Athletics, and to the community because individuals in such positions are privileged, have the opportunity to serve, and are likely to make a positive impact on those in the community. Serving others in the community makes Daemen College, Daemen Athletics, and our community a better place. Serving others is also an excellent way to enhance the lives of those involved. While at Daemen all student-athletes are required to complete service learning for the Buffalo community.

One of our biggest community partners is housed right here on Daemen's Campus the Center for Allied and Unified Sports and Exercise (CAUSE). CAUSE is a unified sports program for community members with disabilities. Each session 5-8 Daemen student-athletes help teach skills to participants attending the program. They set up all sports skills development stations and work with the participants to improve their skills. This is a program our athletes love because they are able to share their passion for sports that may not otherwise ever be able to play them.

CAUSE is offered as an on campus service-learning course. What makes CAUSE unique is that they also partner with the Nursing, Applied Behavior Analysis and Social Work Department students in the service learning class and pair up one-on-one with participants while at the session. This gives them the opportunity to engage with peers close in age.

NCAA Team Works, Helper Helper

NCAA Team Works, which coordinates community service efforts at NCAA championships, and Helper Helper, a volunteer management and tracking platform, launched a community service competition to recognize student-athletes who give back to their communities. In 2019-2020 our athletes contributed 2,951 community service hours. Community service activities included reading to children at local elementary schools, Team Impact fundraisers which raised over \$500 for the organization, participation in the Step Up for Down Syndrome walk, a canned food drive in conjunction with the entire campus community donating to the Campus Care Cupboard and the Tigers Den Food Pantry, and much more.

Daemen College student-athletes earned the No.5 ranking in the final standings among all NCAA Division II schools participating in the 2019-2020 NCAA Team Works Helper Helper Community Service Competition.

ATHLETICS STAFF

Director of Athletics

Traci Murphy	Director of Athletics	tmurphy@daemen.edu
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Communications & Media Relations

Mike Miranto	Senior Associate Athletics Director for Communications	mmiranto@daemen.edu
Tom McDermott	Sports Information Consultant	
Alexis Wayne	Director of Operations and Communications	awayne@daemen.edu
Joe Krause	Graduate Assistant for Communications	

Compliance & Student-Athlete Success

Steve Chasey	Assistant Athletic Director for Compliance	schasey@daemen.edu
Hailey Dietrich	Student-Athlete Academic Support Services & Community Engagement Coordinator	hdietric@daemen.edu

Corporate Sponsorships

Mike MacDonald	Senior Associate Athletics Director for External Relations	mmacdona@daemen.edu
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Faculty-Athletics Representative

Kevin Telford	Faculty-Athletics Representative	ktelford@daemen.edu
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Travel and Recreation/Intramurals

Jenepher Banker	Assistant Athletics Director-Travel and Intramurals	jbanker@daemen.edu
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Operations

Alexis Wayne	Director of Operations & Communications	awayne@daemen.edu
Ryan Grandits	Operations Assistant	rgrandits@daemen.edu
Andrew Kneussle	Graduate Assistant for Operations	

Senior Woman Administrator

Karen Roehling	Senior Woman Administrator	kroehlin@daemen.edu
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Athletics Business Manager

Leah McKissock	Athletics Business Manager	lmckisso@daemen.edu
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Support Staff

Vivan Heverley	Administrative Assistant	vheverle@daemen.edu
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Sports Medicine/Strength & Conditioning

Jeff Sage	Director of Sports Medicine	jsage@daemen.edu
Karen Roehling	Assistant Athletic Trainer	kroehlin@daemen.edu
Michelle Copolo-Ziener	Assistant Athletic Trainer	mcopolo@daemen.edu
Zach Morris	Assistant Athletic Trainer/Strength & Conditioning	zmorris@daemen.edu
Katie Eschner	Head Strength & Conditioning Coach / AWC Manager	keschner@daemen.edu

Men's Basketball Coaching Staff

Mike MacDonald	Head Coach	mmadona@daemen.edu
Ryan Grandits	Assistant Coach	ryan.grandits@daemen.edu
Jeff Redband	Volunteer Assistant Coach	

Women's Basketball Coaching Staff

Jenepher Banker	Head Coach	jbanker@daemen.edu
Kallie Banker	Assistant Coach	mbanker@daemen.edu
Quinn Carey	Assistant Coach	qcarey@daemen.edu
Ashli Jeune	Graduate Assistant Coach	ashli.jeune@daemen.edu

Women's Bowling Coaching Staff

Carrie Racsumberger	Head Coach	cracsumb@daemen.edu
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Men's & Women's Cross Country/Track & Field Coaching Staff

Pete Gratien	Head Coach	pgratien@daemen.edu
Judy Arlington	Director of Cross Country/Track & Field	jarlingt@daemen.edu
Jason Cukierski	Assistant Coach (Track & Field – Sprints/Jumps)	jcukiers@daemen.edu
Maggie Fuentes	Assistant Coach (Track & Field – Throws)	mneedham@daemen.edu
Kelsey Gratien	Volunteer Assistant Coach	

Men's Soccer Coaching Staff

Bediako Swan	Head Coach	bswan@daemen.edu
James Kpainy	Assistant Coach	
Craig Buchanan	Graduate Assistant Coach	

Women's Soccer Coaching Staff

Dan Dolan	Head Coach	ddolan@daemen.edu
Dan Panaro	Assistant Coach	
Allie Tompkins	Volunteer Assistant Coach	

Men's & Women's Tennis Coaching Staff

Jesse Plote	Head Coach	jplote@daemen.edu
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Women's Triathlon Coaching Staff

Jon Metz	Head Coach	jmetz@daemen.edu
Jenny Redding	Volunteer Assistant Coach	

Men's Volleyball Coaching Staff

Don Gleason	Head Coach	dgleason@daemen.edu
Eli Irizarry	Graduate Assistant Coach	
Rick Albano	Volunteer Assistant Coach	
Darek Przybyl	Volunteer Assistant Coach	dprzybyl@daemen.edu

Women's Volleyball Coaching Staff

Stephanie Albano	Head Coach	salbano@daemen.edu
Don Gleason	Assistant Coach	dgleason@daemen.edu
Eli Irizarry	Graduate Assistant Coach	
Andrew Braun	Volunteer Assistant Coach	

Cheerleading Coaching Staff

Brianna Aichinger	Head Coach	baiching@daemen.edu
Michelle Riverss	Volunteer Assistant Coach	

