



University of Georgia
Student-Athlete Handbook

TABLE OF CONTENTS

MISSION STATEMENT	4
UNIVERSITY OF GEORGIA ATHLETIC ASSOCIATION STUDENT-ATHLETE HANDBOOK GENERAL STATEMENT	5
Student-Athlete Conduct Policy and Procedures	5
Student-Athlete Code of Ethics	5
Coaches' Jurisdiction and Team Rules.....	5
Student-Athlete Expectations and Responsibilities.....	5
Notice of Responsibility.....	6
Social Norms, Regulations and Responsibilities	6
CLASS ATTENDANCE POLICY.....	7
MISSED APPOINTMENT POLICY	8
Process to Appeal Missed Appointments.....	8
Academic Appointment Rules & Regulations	8
RANKIN SMITH, SR. STUDENT-ATHLETE ACADEMIC CENTER.....	9
Computer Use Policy.....	9
ADVISING INFORMATION	9
CLASS REGISTRATION	9
Drop-Add Procedures.....	10
Withdrawal From a Course.....	10
FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA).....	10
THE GEORGIA WAY.....	10
Student and Career Development.....	11
Community Outreach.....	11
Diversity, Equity, and Inclusion	11
Student-Athlete Diversity, Equity, and Inclusion Committee.....	11
Leadership Development	11
Student-Athlete Advisory Committee.....	11
UGA Athletic Association Leadership Academy	12
The Georgia Way Ambassadors	12
Mental Health and Performance	12
AWARDS AND SCHOLARSHIPS.....	12
Athletic Association Awards	13
ATHLETIC FINANCIAL AID GUIDELINES	14
SUMMER SCHOOL SCHOLARSHIP POLICY	14
POST ELIGIBLE/5TH YEAR INTERNSHIP PROGRAM	15
GRADUATE ASSISTANTSHIPS.....	15
BOOK SCHOLARSHIP PROCEDURES	15
APPEALS/GRIEVANCE PROCEDURES	16
OTHER UNIVERSITY OF GEORGIA AVENUES AVAILABLE TO STUDENT-ATHLETES FOR RESOLVING DISPUTES.....	16
HOUSING	18

UGA POLICIES.....	18
OFFICE OF STUDENT CONDUCT	18
UNIVERSITY OF GEORGIA ATHLETIC DEPARTMENT.....	18
COMPREHENSIVE ACTION PLAN PROCEDURES RELATED TO STUDENT-ATHLETE CONDUCT	20
UGA SPORT MEDICINE POLICIES	20
UGAAA SUBSTANCE ABUSE POLICY.....	27
UGAAA MENTAL HEALTH AND PERFORMANCE.....	34
UGAAA COMPLIANCE POLICY STATEMENT.....	36
Responding to Potential Infractions	36
STUDENT-ATHLETE APPEARANCES AT SPECIAL EVENTS AND FUNCTIONS.....	37
POLICY FOR SELLING STUDENT ATHLETE AWARDS.....	37
MEDIA RELATIONS.....	37
SOCIAL MEDIA.....	38
ETHICS AND SPORTSMANSHIP STANDARDS.....	38
RECRUITING BEHAVIOR.....	38
GAMBLING.....	39
AGENT PROGRAM	39
TRANSFERING AND TRANSFER APPEALS	40
ACADEMIC ACHIEVEMENT AWARD POLICY.....	40

MISSION STATEMENT

Our mission is to offer nationally competitive intercollegiate athletic programs, which reflect the interests of our students and faculty, the Southeastern Conference, and the people of Georgia and of the nation who support our activities. These programs provide a worthwhile experience for our student-athletes by teaching them the basic principles of amateur competition, competitive integrity, fair play, and good sportsmanship.

The UGA Athletic Association is committed to the principle of providing equitable opportunities for all students and staff, including women and minorities. These programs and this principle are a source of enthusiasm and loyalty; they enliven and enrich the life of our academic community; they keep our graduates in touch with the University long after they leave campus; they serve as a common rallying point for people of all ages and backgrounds; and they reinforce the University's commitment to diversity. We seek to enhance the academic endeavors of the University, by helping through our success to attract both promising students and the assistance of private philanthropy, and by providing direct financial support.

Above all, we recognize that the University's obligation to the state of Georgia, and to the parents everywhere who send us their sons and daughters, is to provide our students with a level of quality education which leads to recognized academic achievement, contributing to their social development and preparing them for meaningful lives and careers. We are committed to the proposition that academic achievement is not and should not be a gift. Rather, it is a challenge that must be met by the individual students, as well as the University. Accordingly, all our efforts are guided by certain values we believe essential to the fulfillment of this task:

INTEGRITY

By their very nature, athletics inevitably involve character development; for this reason, especially, we must conduct ourselves with utmost integrity. All our programs, and the activities on our behalf by alumni and friends, must be consistent with the policies of the University and the athletic bodies which govern us. We are to be at all times honest and forthright in our dealings with each other, the public, and the media.

PERSONAL DEVELOPMENT

Our primary purpose is to promote the personal growth and physical well-being of our student athletes, to guide them to become in life the best they can be. It is our abiding goal to foster the ideals, standards, and value systems which will enable them to grow spiritually, emotionally and intellectually, and to attain degrees in their chosen fields of endeavor.

TEAMWORK

If there is one concept that drives us, it is our dedication to winning in the broadest possible sense. We compete to win—as individuals, as team members, and as representatives of this great University. We clearly understand that the success of any one person is always the result of dedicated effort on the part of many people. So, while we are quick to recognize individual performance, we are even quicker to celebrate achievements of the team.

EXCELLENCE

Dedication to excellence should distinguish our efforts in every sport in which we compete and should be reflected in the performance of all our teams and in the fiscal soundness of our programs. Individually and collectively, we strive always to give our all and thereby realize our best possibilities.

LEADERSHIP

Our goal is to maintain a model athletic program which other colleges and universities may wish to emulate. Beyond this, we shall continue to pioneer and promote policies which will enhance the quality of intercollegiate athletics throughout America. Dedication to the personal development of our student athletes, unfailing integrity and excellence in our programs, teamwork, and determination to play a leadership role nationally...these are the values which underlie our endeavors and the standards by which we measure ourselves.

UNIVERSITY OF GEORGIA ATHLETIC ASSOCIATION STUDENT-ATHLETE HANDBOOK GENERAL STATEMENT

Participation in intercollegiate athletics at the University of Georgia (UGA) is an honor and a privilege extended to a gifted few. As visible ambassadors of the University, student-athletes are always expected to uphold high standards of integrity and behavior, which reflect well upon them, their families, coaches, teammates, the University of Georgia Athletic Association (UGAAA) and UGA. UGAAA student-athletes will govern themselves honorably and affirm that they will:

- Uphold ideals of HONESTY and INTEGRITY in their actions;
- Treat everyone with DIGNITY and RESPECT;
- Promote a safe and CIVIL environment;
- Be ACCOUNTABLE for their behavior;
- Embrace the principles of DIVERSITY and INCLUSIVENESS;
- Strive for EXCELLENCE in all endeavors; and
- Commit to being a RESPONSIBLE citizen.

STUDENT-ATHLETE CONDUCT POLICY AND PROCEDURES

UGAAA has developed the following department-wide policy for student-athlete conduct. The provisions of UGAAA Student-Athlete Handbook are not to be regarded as a contract between the student-athlete and UGAAA. UGAAA reserves the right to amend any provision herein at any time. Nothing in this policy supersedes any NCAA, Conference, or University rule or policy. The Handbook is designed to set standards and expectations for the way UGAAA student-athletes represent UGA and outlines potential consequences for those who choose not to adhere to these expectations. This process is not designed to be used in situations involving violations of team rules, which fall under the purview of the head coach.

UGAAA Student-Athlete Handbook: <https://thegeorgiaway.com/project/2021-2022-student-athlete-handbook/>

STUDENT-ATHLETE CODE OF ETHICS

As a student-athlete at UGA, you have the opportunity to develop your academic, athletic, and personal abilities in a community environment. Participation in athletics gives you an opportunity to travel, represent your institution, and learn the importance of teamwork. Representing your team and the University requires a commitment to certain ethical guidelines and behaviors, including but not limited to:

- Respecting different points of view;
- Striving for the highest degree of excellence;
- Abiding by the spirit of the rules;
- Maintaining high standards of courtesy, behavior, and integrity;
- Respecting and accept the decisions of the coach;
- Exhibiting dignity in manner and dress when representing one's institution at all times;
- Respecting the accomplishments of teammates; and
- Exerting maximum efforts in academics, practice, and competition.

COACHES' JURISDICTION AND TEAM RULES

The total conduct of the sports program and team rules is designated to the head coach within limits of authority and is defined by the:

- Philosophy and goals of UGAAA;
- University and Athletic Department policies and procedures; and
- Rules and regulations of the Southeastern Conference (SEC) and the National Collegiate Athletic Association (NCAA).

The Director of Athletics will review violations of team rules set forth by each head coach. Suspension and loss of grant-in-aid can occur only after review by the Director of Athletics.

STUDENT-ATHLETE EXPECTATIONS AND RESPONSIBILITIES

UGA student-athletes, like all other students, are required to follow all University policies and comply with all local, state, and federal laws. In addition, student-athletes must comply with all UGAAA and applicable team policies. Please remember:

- The University of Georgia Student-Athlete Handbook is in addition to, and does not replace or supersede, the University of Georgia *Code of Conduct*;
- The University of Georgia Student-Athlete Handbook governs the student-athlete's privilege and permission to participate in any aspect of NCAA athletics.

- UGAAA and/or team specific disciplinary sanctions may be imposed in advance of any campus disciplinary and/or criminal charges.
- Additional disciplinary sanctions may be imposed by the University, including, but not limited to probation, suspension from school, or expulsion depending on the severity of the offense and prior offenses.

NOTICE OF RESPONSIBILITY

It is the responsibility of every student-athlete to report to their head coach within twenty-four (24) hours of engaging in conduct that could be a violation of the University of Georgia *Code of Conduct*, being detained by a law enforcement agency, or being charged with any crime.

- Any student-athlete arrested or charged with a crime or under investigation for a violation of a University policy may be immediately suspended from competition and/or other athletic activities while the criminal matter or investigation is pending.
- When UGAAA is informed that a student-athlete was arrested, charged, or cited for a crime, the student-athlete will be referred to the UGAAA Comprehensive Action Committee (defined below) depending on the nature or severity of the incident. The student-athlete may be immediately suspended from all athletic-related activities until those charges are resolved. Information is shared between the Department of Athletics, the Dean of Students Office, and the Equal Opportunity Office in these cases.

Any UGAAA or team sanctions are in addition to and do not supersede the authority or proceedings of other on-campus or off-campus entities and authorities.

SOCIAL NORMS, REGULATIONS AND RESPONSIBILITIES

Below you will find links directing you to key system and campus policies. You are responsible for reviewing and complying with all University policies.

- The University of Georgia *Code of Conduct*: <https://conduct.uga.edu/wp-content/uploads/sites/11/2020/10/Code-of-Conduct.pdf>
- Academic Honesty Policy: <https://honesty.uga.edu/Academic-Honesty-Policy/>
- Sexual Misconduct Policy: <https://eoo.uga.edu/sexual-misconduct-policy/>
- Non-Discrimination and Anti-Harassment Policy: <https://eoo.uga.edu/policies-resources/ndah-policy/>
- Weapons Policy: <https://policies.uga.edu/Campus-Safety-and-Security/University-Police-Department/Weapons-Prohibited-on-Campus/>
- University Housing Policy: <https://housing.uga.edu/conferences/policies/>
- Official Code of Georgia Hazing Law: <https://thegeorgiaway.com/wp-content/uploads/2021/06/Hazing.pdf>

CLASS ATTENDANCE POLICY

The University of Georgia Athletic Association (UGAAA) expects student-athletes to attend all classes and academic appointments (and to be prompt and on time). Additionally, student-athletes are expected to progress satisfactorily toward a degree from the University and to exhibit appropriate behavior in class and beyond. As one way of trying to assist our student-athletes in achieving academic success, UGAAA has adopted the following attendance policy with the understanding that each sport may endorse a more restrictive policy:

Applicable Student-Athletes. All student-athletes are subject to this class attendance policy regardless of grade point average, class, or term of enrollment (*i.e.*, This policy applies during Fall, Spring, and Summer terms).

Excused Absences. Student-athletes may not miss more than 12 class days per term due to competition. Any deviation from this policy must be approved by the Athletic Director and the Faculty Athletics Representative.

Student-athletes are responsible for informing their professors of impending class absences due to competition. Student-athletes are also responsible for making arrangements to complete all missed assignments. Problems in completing missed assignments due to athletic competition must be reported to the academic counselor in the Rankin Smith, Sr. Center immediately. Pursuant to NCAA rules, student-athletes may not miss class to attend practice.

Unexcused Absences. Student-athletes may not miss class without a UGAAA approved excuse (e.g., competition).

The Academic Counseling Unit (ACU) will use the following methods to monitor class attendance:

1. In-person class checks
2. Correspondence with professors

UGAAA will impose the following sanctions on a per course basis (e.g., A student-athlete will be suspended for 10% of competition after three absences in English 101).

1. First absence: The absence will be reported to the Head Coach.
2. Second Absence: The student-athlete, Head Coach and Sport Administrator will be notified in writing that subsequent absences will result in a 10% suspension from competition.
3. Third Absence: The student-athlete will be suspended for 10% of competition and will be required to meet with the Director of Athletics or his designee. The student-athlete and Head Coach will be notified in writing of the suspension and that each subsequent absence will result in an additional 10 % suspension from competition.

A countable “absence” under this policy occurs when a student-athlete is identified as absent by: (1) if the student-athlete fails to sign in or sign out (miss both chances to confirm attendance) with the in-person human checker; or (2) a professor.

Late Discovery of Unexcused Absences. If an instructor reports that a student-athlete missed three or more classes (or if such absences are confirmed in another manner) without notice of previous absences, the student-athlete will immediately be placed in a “zero tolerance” program where their next absence will constitute the “Third Absence” under the prescribed sanctions above. The student-athlete and head coach will be notified in writing that subsequent absences will result in a 10% suspension from competition and their attendance will be monitored via human class checker.

Attendance Recovery. A student-athlete who attends a particular class for a minimum of three continuous weeks without absence will have an absence removed from their unexcused absence count. Either a human class checker or an instructor must confirm attendance for the three continuous weeks for a particular class to remove an absence.

Additional Guidelines.

1. Suspended events will be the next consecutive regular, championship segment competition on the schedule, including post-season competition.
2. A student-athlete under suspension for violating this class attendance policy will not be permitted to travel unless the suspension ends during an away trip that would allow for competition by the student-athlete during that trip.
3. Student-athletes will not be permitted to dress in uniform during a suspension.
4. The student-athlete and the head coach must receive a written warning prior to suspension from competition.
5. Coaches may have a more stringent policy, but such policy must be communicated to the team at the beginning of the school year.
6. The Athletic Director, at his or her discretion, may impose a suspension or other sanctions outside of this policy based on the following criteria:
 - a. Whether or not absences beyond three are determined to be excessive
 - b. Excessive absences in other courses
 - c. Repetitive and excessive tardiness for class and/or academic appointments
7. The Athletic Director may, in his or her sole discretion, adjust or modify any prescribed sanctions based on extenuating circumstances.

Appeal. If a student-athlete believes the information related to absences is not accurate, he or she has 48 hours from the time of notification to personally submit documented proof of attendance to their academic counselor.

MISSED APPOINTMENT POLICY

ACADEMIC SUPPORT SERVICES TUTORING, MENTORING, AND ACADEMIC COUNSELOR APPOINTMENTS

- 1st – Notification of Head Coach.
- 2nd – Written notification of Sport Facilitator and Head Coach.
- 3rd – This absence along with subsequent absences will be reported in writing to the Athletic Director, Sport Facilitator, and Head Coach.
- 4th – Student-athlete will be notified in writing that subsequent absences will result in a 10% suspension from competition. The student-athlete will also be required to meet with the Deputy Athletic Director - Student Development
- 5th – Student-athlete will be suspended for 10% of competition and will be required to meet with the Athletics Director or his designee. The student-athlete will be notified in writing of the suspension and that each subsequent absence will result in an additional 10% suspension from competition.

The missed appointments would include all academic support sessions. For instance, if the student-athlete misses a tutoring appointment and a mentoring appointment, the student-athlete would have two missed appointments. Each student-athlete would start at 0 for each semester.

PROCESS TO APPEAL MISSED APPOINTMENTS

If a student-athlete believes the information related to absences is not accurate, the student-athlete has 24 hours from the time of notification to personally submit documented proof of attendance to their academic counselor.

SUSPENSION CRITERIA:

1. The suspended events will be the next consecutive events in the schedule, including post-season games or events. A student-athlete under suspension for violating the class attendance policy will not be permitted to travel unless the suspension ends during an away trip that would allow for competition by the student-athlete during that trip. Student-athletes will not be permitted to dress in uniform during a suspension.
2. The student-athlete and the head coach must have received a written warning from the Deputy Athletic Director - Student Development prior to suspension from competition. In the event the ACU's first report indicates the student-athlete has already accumulated four (4) absences the student-athlete and head coach will be notified in writing that subsequent absences will result in a 10% suspension from competition and a reimbursement charge. The athlete will also be required to meet with the Associate Athletic Director for Academic Services.
3. Coaches may have a more stringent policy, but it must be communicated to the team at the start of school year.
4. The Athletic Director, upon the recommendation from the Deputy Athletic Director – Student Development, may impose a suspension if absences are determined to be excessive at first report.
5. Any appeals of a suspension can be directed to the Athletic Director who will review any extenuating circumstances that would warrant removing the suspension or an alternative discipline measure for a student athlete charged with a violation of the missed appointment policy.

ACADEMIC APPOINTMENT RULES & REGULATIONS

- Tutorial/Mentoring appointment attendance is closely monitored. Student-athletes are expected to meet all requirements. All student-athletes must attend an orientation session prior to using the Rankin Smith Student-Athlete Academic Center to discuss rules and regulations.
- The Rankin Smith, Sr. Academic Support Center is an academic facility. It is not a social or recreational area. Please minimize conversations in the outside lobby prior to entering or after leaving the building. The open study areas are designated as quiet areas, just as a library is considered a quiet area. If you are coming to study or work on an assignment independently, it is highly recommended that you log in appropriately at the front desk. Study rooms are reserved for tutoring/mentoring sessions, but can be used for independent study if not in use. A full schedule of appointments and room availability is located next to the computer at the check-in desk.
- Come to the Rankin Smith, Sr. Academic Support Center prepared to study. Bring proper materials – textbook, notes, etc. Know what you plan to accomplish in each session before you arrive.
- NO tobacco products or any other items which might soil or damage furnishings are permitted in the facility.
- Observe all tutoring requirements, regulations and procedures (see section on Tutorial Program) should you need individual tutoring. This includes requesting tutors in advance and canceling appointments 24 hours in advance, *with the permission of your academic counselor*.
- All unexcused absences and disciplinary problems will be reported according to the Missed Appointment Policy.
- When arriving for a tutorial or other session, proceed directly to the session in a quiet manner. The lobbies in Rankin Smith, Sr. Student Athlete Academic Center are not for socializing.
- All students are expected to comply with rules and regulations as directed by the academic staff member on duty.

RANKIN SMITH, SR. STUDENT-ATHLETE ACADEMIC CENTER

LOCATION

15 East Rutherford Street (between Stegeman Coliseum and Foley Field)

HOURS OF OPERATION

Monday through Thursday	7:00 AM – 10:00PM
Friday	7:00 AM – 5:00 PM
Saturday	CLOSED
Sunday	5:00PM– 10:00PM

AVAILABLE SERVICES:

- Quiet, supervised study sessions
- Tutorial assistance available for individuals, small groups, and large groups
- One-on-one academic mentoring available
- Writing lab with walk-in writing assistance and Mathematics lab with walk-in mathematics assistance
- Learning Specialists available for one-on-one and small group assistance
- Computer labs with links to University's mainframe and the internet, as well as course-specific software.

COMPUTER USE POLICY

The UGA Athletic Association provides **student-athletes** and its staff the privilege to use the computer facilities located in the Rankin Smith Student-Athlete Academic Center. *The use of the computer facilities is restricted to student-athletes, trainers, team managers, spirit squad members, and the athletic staff.* The following procedures must be observed. Failure to follow these procedures will result in the **LOSS** of your computer privileges.

GENERAL INFORMATION

The facility features Macintosh Apple computers and wireless connection throughout the building. In addition, students and staff have access to scanning, printing, faxing and copying equipment. These services are available as long as the purpose is academic in nature and for fulfillment of course requirements. Computers are connected to the university's network system, allowing access to the **library, eLC, other computer labs on campus, and the Internet.** All computers in the labs send printouts to the printers located in the front of each lab.

GENERAL RULES ABOUT COMPUTER LAB

- You must have a flash or USB drive in order to save your files.
- **The playing of games on the computers is not allowed. Computers should be used strictly for academic purposes.**
- **Absolutely no tobacco** products are allowed in the computer labs.
- The labs are quiet work areas; noise should be kept at a minimum and be considerate of your fellow students.
- Monitors have the right to require anyone who refuses to comply with rules to leave the facility.
- **Please print only one final copy of a document.** If you need more than one copy of a document, you must use a copier in order to reproduce that document.
- You may use the licensed software provided in the lab. You may not use the computers to copy programs (software) or any other copyright files. You may **not** install **any** software on the computers or use any illegally duplicated software. Please note that 'pirating' or copying licensed software for your own use is a **felony**.
- **Defacing/Damages** – students are not allowed to write or make markings of any kind on the equipment. Destruction of the equipment or property is strictly prohibited, and violators will be charged for any damage or destruction.
- **DO NOT ERASE FILES, ICONS, etc., or ALTER THE SETTINGS ON THE COMPUTER, ie, SCREEN SAVERS, BACKGROUND, etc.**

ADVISING INFORMATION

Each student-athlete will be assigned an official academic advisor according to the student-athlete's school or major. It is important to know where to find your advisor. An athletic academic counselor will **NEVER** serve as your academic advisor, nor can they clear your advising hold. If your advisor has any questions, please ask him/her to contact the Academic Counseling Unit at 542-1847.

CLASS REGISTRATION

MAKE YOUR APPOINTMENTS EARLY! ALWAYS KEEP APPOINTMENTS! BE ON TIME!

You **MUST** follow these procedures for registration. It is very important that you follow the instructions exactly because of the pre-registration procedures.

- Through the SAGE Portal, obtain an appointment with your advisor during the first few weeks of each semester. If you have not been assigned an advisor, let your academic counselor know and they will help you figure out who to contact.
- Review the ATHENA REGISTRATION SYSTEM schedule of classes online. The Schedule of Classes lists courses offered, registration dates, hours of courses, and registration procedures. Your advisor should have you complete a student advisement form and clear you on the computer to confirm the advisement.
- Be sure you know your team's practice schedule so you do not have class conflicts with practice. Consult with your athletic academic counselor about possible conflicts.
- For any courses that are listed as POD or POH, a computerized course authorization must be obtained from the department offering the course prior to registration. Courses with POM & POS listing require that you be accepted in a major or school that allows registration for the course.
- In order to obtain priority registration, walk-on students and team assistants need to contact one of the athletic academic counselors one week prior to registration.
- All student-athletes and team assistants should register on the date and time indicated in the ATHENA system. **All holds on your record must be cleared before your registration date.** You may report any time after your appointed time but not before. **DO NOT MISS CLASS TO REGISTER!**
- All scholarship student-athletes should return their **advisement forms** to their academic counselor in Rankin Smith Student-Athlete Academic Center.
- If you are paying your own tuition, make certain you pay your fees before the deadline.
- In order to graduate on time, student-athletes are expected to carry a normal load of 15 credit hours unless fewer hours are approved by the student-athlete's academic counselor or head coach.

The Athletic Association is financially responsible for one undergraduate degree with one major for student-athletes receiving athletic aid. Student-athletes who intentionally prolong, delay, or alter graduation progress risk forfeiture of athletic aid. Exceptions will be considered for student-athletes that are competing athletically beyond their fourth year or for student-athletes who graduate prior to exhausting their eligibility.

DROP/ADD PROCEDURES

Drop/Add is a way of adjusting your schedule during the first week of class each semester. Drop/Add ends as published by the Registrar's Office. NEVER drop a course without discussing it with your athletic academic counselor. **REMEMBER, if you drop below 12 hours, you will lose eligibility to practice and compete.**

To add or drop courses, contact an athletic academic counselor and work with him/her while following the instructions on the ATHENA screen.

WITHDRAWAL FROM A COURSE

Withdrawal is the procedure used to get out of a class after the Drop/Add period has ended. Before you can initiate a withdrawal from a course you must have the approval of your athletic academic counselor, position coach and head coach because **dropping below 12 hours will render you ineligible for practice and competition.** Failure to complete all enrolled credit hours without the knowledge and prior approval of your counselor, coach(es), and the Deputy Athletic Director - Student Development will jeopardize summer school aid and could lead to the possible termination of future scholarship assistance. Prior to withdrawal, be sure to discuss the situation with the professor of the course and then contact your athletic academic counselor before proceeding to withdraw on ATHENA.

FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)

Under federal privacy laws, students' educational records can only be released to third parties with the written consent of the student. Per NCAA requirement, all student-athletes will be required to sign a Buckley Amendment (FERPA) waiver giving permission for institutional staff members (i.e. academic counselors and coaches) to have access to their records for eligibility purposes. This includes contacting professors for information on class attendance and performance. The waiver is a part of the NCAA Student-Athlete Statement each student must sign on a yearly basis with the compliance office before he or she is allowed to participate on an athletic team. In addition, the Academic Counseling Unit will ask student-athletes to sign a waiver giving the athletic staff permission to release information to parents or guardians.

THE GEORGIA WAY

The Georgia Way encompasses all services which are provided to student-athletes outside of academics and athletics, which includes: career development; community outreach; diversity, equity, and inclusion; leadership development and mental health and performance (highlighted below). For a comprehensive overview of each of these areas and services provided, please visit TheGeorgiaWay.com.

STUDENT AND CAREER DEVELOPMENT

The Student Development and Career Readiness program is a tiered system that takes our student-athletes through several layers of preparedness. The desired result of which is that, when they are ready to move into life after athletics, each student will:

- *Have selected a major that relates to their career interests and plans.*
- *Know what jobs and careers best suit their interests and skills.*
- *Be aware of job and career opportunities in their fields of interest.*
- *Have made connections and developed relationships in those fields.*
- *Have a resume that includes experience in the forms of job shadowing and internships.*

Each year, student-athletes will take an individualized assessment, complete a series of short, educational training modules, and participate in workshops and activities designed to get them “career ready.” While there will be many aspects to the program, much of it will be offered in conjunction with our partners on and off campus and customized to suit individual student needs.

Information regarding the Career Development program can be obtained from the Director of Student Development, Leigh Futch (lfutch@sports.uga.edu).

COMMUNITY OUTREACH

The Community Outreach program focuses on challenging our student-athletes and teams to give back to communities and individuals who are in need. With a clearly defined program of service, our student-athletes and teams will be given opportunities to develop the foundation for a lifelong commitment of volunteerism.

Information regarding the Community Outreach program can be obtained from the Director of Life Skills Robert Miles (rmiles@sports.uga.edu).

DIVERSITY, EQUITY, AND INCLUSION

The UGA Athletic Association is committed to fostering an environment where diversity, equity, and inclusion are valued. Through innovative educational programs and collaborative campus and community partnerships, The Georgia Way provides unique learning opportunities for student-athletes around diversity, equity, and inclusion. These initiatives enable student-athletes to help create an inclusive athletic community and equips them to become engaged global citizens.

Information regarding the Diversity, Equity, and Inclusion program can be obtained from the Assistant Athletic Director – Diversity, Equity and Inclusion, Courtney Gay (cgay@sports.uga.edu).

STUDENT-ATHLETE DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

The Student-Athlete Diversity, Equity, and Inclusion Committee is a leadership group aimed at providing student-athletes with the opportunity to engage in education, advocacy, and service opportunities related to diversity, equity, and inclusion. Additionally, committee members serve as diversity ambassadors for their respective teams and work collaboratively with their teammates, coaches, UGA Athletic Association staff, and campus and community partners.

Information regarding the Student-Athlete Diversity, Equity, and Inclusion Committee can be obtained from the Assistant Athletic Director – Diversity, Equity and Inclusion, Courtney Gay (cgay@sports.uga.edu).

LEADERSHIP DEVELOPMENT

The Georgia Way is committed to developing programs of excellence that foster leadership development. In addition to the Student-Athlete Advisory Committee (SAAC), Leadership Academy (LEAD), and the Georgia Way Ambassadors, programming spans a student-athlete’s career — beginning as first-year students learning to navigate college and culminating as seniors captaining their teams. An intentional focus of training and preparing students through a comprehensive approach provides student-athletes with the instruction, support, and encouragement they need to maximize their leadership potential as it relates to their sports, their academic careers, and their lives after Georgia.

Information regarding the Leadership Development Program can be obtained from the Director of Student Services, Heather Jordan (hjordan@sports.uga.edu).

STUDENT-ATHLETE ADVISORY COMMITTEE

The Student-Athlete Advisory Committee is made up of representatives from each sport that are appointed by your head coach. They meet regularly to discuss issues, which affect student life. Social functions for all student-athletes are planned as well as community

outreach projects (i.e., Special Olympics events, Hunger Bowl canned food drive, UGA Miracle, UGA Relay for Life, National Student-Athlete Day, etc.). The Committee meets with the Athletic Director on a regular basis. This has proven to be a very effective means of communication for the student-athletes and an excellent source of information for administrators. You are encouraged to become involved in the Student-Athlete Advisory Committee (S.A.A.C.) because it is an excellent way for student-athletes to participate in decisions regarding student life issues and concerns as well as a means to broaden your college experience.

Information regarding the Student-Athlete Advisory Committee can be obtained from the Director of Student Services, Heather Jordan (hjordan@sports.uga.edu) and the Director of Life Skills, Robert Miles (rmiles@sports.uga.edu).

UGA ATHLETIC ASSOCIATION LEADERSHIP ACADEMY

The University of Georgia Athletic Association has initiated the Leadership Education and Development (L.E.A.D.) program to encourage leadership development in our outstanding student-athletes. Further, these student-athletes will be provided with the resources necessary to compete for top conference and national awards and postgraduate scholarships (i.e. NCAA Woman of the Year award, NCAA Top VIII award, SEC H. Boyd McWhorter Postgraduate Scholarship, etc.). Recommendations for induction will come from head coaches, academic counselors, and administration. A committee will review all recommendations and extend an invitation to participate.

Information regarding the UGA Athletic Association Leadership Academy can be obtained from the Director of Student Services, Heather Jordan (hjordan@sports.uga.edu).

THE GEORGIA WAY AMBASSADORS

The Georgia Way Ambassadors are mostly comprised of 1st and 2nd year students and consist of programming that is focused on learning more about The Georgia Way and all its pillars. The Ambassadors are also learning how to become better leaders through connecting teammates to resources offered by The Georgia Way. Additionally, the Ambassadors learned about what leadership entails and the importance of it within each pillar, through an incredible line-up of monthly speakers.

Information regarding the Georgia Way Ambassador Program can be obtained from the Director of Student Services, Heather Jordan (hjordan@sports.uga.edu).

MENTAL HEALTH AND PERFORMANCE

The goal of UGAAA Mental Health and Performance is to blend with the UGA Athletic Association's team of professionals helping student-athletes to live happily and promote overall health and performance both as students and athletes. This is achieved while also working at the team and administrative levels to create and maintain positive, caring, and productive environments in which student-athletes live, learn, and work.

Starting conversations about mental health needs can be extremely difficult. When an athlete has an injury at practice, they seek the athletic trainer for recovery options. Mental health concerns and recovery should be sought the same way. Our in-house Mental Health and Performance team, in conjunction with Piedmont Athens Regional Medical Center is readily available to help student-athletes explore treatment options.

The Mental Health and Performance Education Curriculum seeks:

- *To provide basic introductions to normal functioning to better understand mental wellness.*
- *To gain recognition of contributing factors to mental illness.*
- *To reduce stigma associated with help seeking efforts.*
- *To reduce stigma associated with reacting to others when in crisis.*
- *To share healthy coping and self-care strategies.*
- *To provide an understanding of how to access resources for referrals in any community.*

Information regarding the Mental Health and Performance program can be obtained from the Mental Health and Performance Education Coordinator, Lovie Tabron. (ltabron@sports.uga.edu).

AWARDS AND SCHOLARSHIPS

A number of awards and scholarships are available to outstanding student-athletes. These include:

ACADEMIC ALL AMERICAN

Must be at least a sophomore with a GPA of 3.20 or better to be nominated to the CoSIDA team (Coaches Association All Academic Teams – requirements vary by sport).

SEC ACADEMIC HONOR ROLL

Recognizes student-athletes who have earned at least 24 hours toward a degree/letter with a cumulative GPA of 3.0 or a 3.0 for two previous semesters who earned a letter in their sport or who are receiving an athletic scholarship.

POST-GRADUATE SCHOLARSHIPS

- SEC H. Boyd McWhorter Scholar Athlete Award
- NCAA Postgraduate Scholarship
- NACDA/Postgraduate Scholarship
- Walter Byers Postgraduate Scholarship
- NCAA Ethnic Minority Postgraduate Scholarship for Careers in Athletics
- Brad Davis SEC Community Service Award

Information regarding the Awards and Scholarships can be obtained from the Director of Student Services, Heather Jordan (hjordan@sports.uga.edu).

ATHLETIC ASSOCIATION AWARDS

Because the University of Georgia Athletic Association firmly believes that academic achievement is deserving of recognition, the following awards are presented during the year:

DIRECTOR'S HONOR ROLL

Each semester, those student-athletes who earn a 3.0 or greater GPA for the semester in ten or more hours of course work are named to the Director's Honor Roll. Their names are added to special plaques located in the Butts-Mehre Building and in the Rankin Smith, Sr. Student-Athlete Academic Center.

ACADEMIC ACHIEVEMENT AWARDS

These certificates are presented to student-athletes who have exhibited intense focus and/or displayed a marked improvement in the classroom over the course of the past academic year. Honorees have shown extraordinary academic growth by accepting the challenge to become leaders in the classroom. Their competitive desire to become the best student they can be makes them deserving of this award. This group represents the top 5% in terms of academic effort, intensity, and focus.

ATHLETIC ASSOCIATION SCHOLAR-ATHLETE AWARDS

Presented to the student on each team with the highest GPA for the past academic year.

BILLY PAYNE ACADEMIC ACHIEVEMENT AWARD

Presented to the senior football player(s) who have a 3.0 or higher cumulative GPA at the completion of the senior year.

FACULTY ATHLETICS REPRESENTATIVES AWARD

Recognizes the male and female teams with the highest grades for the year.

JOEL EAVES SCHOLAR-ATHLETE AWARD

Presented prior to fall semester to the female and male rising senior with two years varsity experience and the highest GPA.

MARILYN VINCENT AWARD

Presented to the female athlete graduating with the highest GPA each year.

DICK BESTWICK SCHOLAR ATHLETE AWARD

Presented to the male athlete graduating with the highest GPA each year.

LEWIS LEADERSHIP AWARD

Presented to a female athlete based on outstanding leadership qualifications.

COPAS LEADERSHIP AWARD

Presented to a male athlete based on outstanding leadership qualifications.

HORNSBY HOWELL AWARD

Presented to a student-athlete who is active in campus & community service.

SPORTSMANSHIP-ETHICS AWARDS

Presented to one male and one female student athlete who exemplify ethical behavior and sportsmanship.

INSPIRATION AWARD

Presented to the student-athlete who has confronted unexpected, life-altering circumstances with character, courage and determination and now serves as a role model to give hope and inspiration to others in similar situations.

LIZ MURPHEY AND VINCE DOOLEY ATHLETE OF THE YEAR AWARDS

To honor Georgia's most outstanding male and female athlete for uncommon achievement in his or her varsity sport; who brings national and/or international recognition to the individual, team, and University; and who exemplifies the standards of "The Georgia Way."

BULLDOG CUP

Recognizes the team that excels academically, supports their peers in athletic competition and consistently serves the community.

Information regarding the Athletic Association Awards can be obtained from the Director of Student Services, Heather Jordan (hjordan@sports.uga.edu).

ATHLETIC FINANCIAL AID GUIDELINES

The Athletic Association must inform student-athletes by July 1 of each year if their aid is reduced or non-renewed. If a student-athlete's aid is reduced or not recommended for renewal, the individual has a right to appeal to the University Student-Athlete Appeals Committee. A description of the process is found in the Appeals/Grievance Section of this handbook.

ADDITIONAL FINANCIAL AID

Student-athletes may be eligible to receive federal assistance through Pell Grants, federal loans and other aid. All student-athletes who want to see if they qualify for need-based aid should complete a [FAFSA](#) (Free Application for Federal Student Aid) each year. Information regarding Pell Grants and other aid may be secured through the Director for Life Skills or the Office of Financial Aid. NCAA rules allow employment throughout the school year. Check with the Director for Life Skills for additional information on this subject.

HOPE SCHOLARSHIP RECIPIENTS

A student-athlete who is awarded a full athletic grant-in-aid and also qualifies for the HOPE Scholarship shall use the HOPE Scholarship to pay out what it can and the athletic grant will be reduced accordingly. If the student in a head-count sport has the student-athlete's full athletic grant-in-aid renewed the following year and the student loses HOPE eligibility, the athletic grant will be increased to cover what was lost from HOPE. It shall be the responsibility of the coach to inform the student of this policy. A student-athlete in an equivalency sport who receives an athletic grant-in-aid and also qualifies for the HOPE Scholarship shall use the HOPE Scholarship to supplement the athletic grant-in-aid. There will be no reduction in the athletic grant unless the HOPE Scholarship puts the student over the NCAA individual financial aid limit. It is the coach's responsibility to explain to a student who receives a grant-in-aid in an equivalency sport and a HOPE Scholarship that loss of HOPE eligibility does not mean that the athletic grant will be increased for the following year to make up for the loss of HOPE funds. It is your responsibility as a student-athlete to understand the requirements for keeping your HOPE Scholarship.

THE OPPORTUNITY FUND

The NCAA has established a fund to provide direct benefits to student-athletes consistent with the following principles:

- All student-athletes (including international students) are eligible to receive Opportunity Fund benefits regardless of whether they are grant-in-aid recipients or have either exhausted eligibility or no longer participate due to medical reasons.
- Benefits are intended to pay costs that arise in conjunction with participation in intercollegiate athletics, enrollment in an academic curriculum or unforeseen/emergency financial needs.
- Prohibited uses include supplementing salaries; tuition, room board and course-related books during a regular term (other than summer school) for student-athletes with remaining eligibility; capital improvements and stipends for student-athletes; competition-related travel expenses for student-athletes who are ineligible for competition; and outside athletics development opportunities.

Applications and information regarding the Opportunity Fund for Student-Athletes can be obtained from the Director for Student Development, Leigh Futch (lfutch@sports.uga.edu) or by accessing TheGeorgiaWay.com.

HOW TO APPLY FOR FUNDS

Students must submit an application for each request on The Georgia Way website's [Financial/Opportunity Fund Request Form](#). There is additional information required for requests involving hardships. Documentation must be approved for all requests and the head coach must endorse any hardship request. *Contact Director of Student Development, Leigh Futch (706-542-0982 or lfutch@sports.uga.edu) for more information.*

SUMMER SCHOOL SCHOLARSHIP POLICY

Athletic aid for summer school is a privilege granted to student-athletes. **It is reserved for those persons who have shown the proper attitude and effort in their academic and athletic endeavors so as to warrant being approved for a summer grant.** Lack of effort in any area will necessitate the student-athlete paying their own way to summer school regardless of any eligibility situation which the student-athlete might face. Summer athletic aid is limited to the same proportion a student received during the academic year.

Reasons to attend summer school:

1. To maintain satisfactory progress
 - a. Hours
 - b. GPA/Declare a Major

2. Course selection/course conflicts
3. To make up graduation hours
4. To complete degree requirements
5. At the coach's request

Incoming freshmen or transfer student-athletes whose goals are to become acclimated to the university setting and to advance academically prior to initial full-time enrollment may receive summer athletic scholarship.

SUMMER SCHOLARSHIP RULES AND REGULATIONS

- Must be approved by your head coach.
- Must be approved by appropriate academic counselor and then certified by the athletic scholarship coordinator.
- Must be approved one week prior to summer school pre-registration. Summer school request forms will be available by the midpoint of the spring semester on The Georgia Way website.
- Must take a minimum of 6 hours to receive full scholarship consideration.
- Cannot work in summer if academically deficient unless approved by head coach.
- Must live where assigned, if academically deficient.
- The same attendance policy used during the regular school term applies to summer school classes.
- Summer school Study Hall is required for all athletes who do not meet GPA requirements or have eligibility problems. Your counselor will determine your study hall hours. Tutoring will be available by special request, and as assigned by your academic counselor.
- You may be required to pay summer school costs if courses are dropped or failed or if you quit a job while taking less than 6 hours.
- You are required to report back to school in time to take care of all registration and class scheduling regulations as well as to meet class attendance requirements. Failure to do so could cause you to be denied the opportunity to attend summer school.

POST ELIGIBLE/5TH YEAR INTERNSHIP PROGRAM

The University of Georgia conducts an Internship Program for all students who have completed their eligibility; students who are receiving aid and not participating due to a medical hardship, or any other student who is receiving aid but has been excused from participation by their coach. The purpose of requiring service in an internship is to enable the participant to get work experience within their sport or in another area of the department, which will assist them in building their resumes. Undergraduate students receiving athletics aid are expected to participate in these assigned internships for 10 hours per week for the term(s) of their internship.

In order to be eligible for aid when no longer participating in your sport, a student-athlete must be recommended by their head coach. A scholarship agreement will be sent prior to the beginning of the academic year. Participants are expected to carry a full load (15 hours) of classes and maintain contact with the athletic academic counselor for their sport and the Director of Student Services. Program participants should note that failure to meet academic obligations, as outlined on the Fifth-Year or Medical Scholarship agreements may result in the cancellation of aid during the academic year. Further, it is expected that student conduct will be consistent with the standards set by the coach for the members of the team. Failure to behave accordingly may result in termination of aid.

GRADUATE ASSISTANTSHIPS

Students in good standing, both athletically and academically, who complete their athletics eligibility at the University of Georgia will be eligible to apply for a Graduate Assistantship within the Athletic Association. This opportunity is open to students who have been accepted to a UGA graduate degree program. Selections will be made in late Spring of each year.

Information regarding Graduate Assistantships can be obtained from the Director of Student Services Heather Jordan (hjordan@sports.uga.edu).

BOOK SCHOLARSHIP PROCEDURES

Student-athletes must be on a book scholarship to be eligible for books through the Athletic Association. To get your books at the beginning of the semester, you must see YOUR academic counselor in the Rankin Smith Student-Athlete Academic Center for a book form or a prepackaged book order. Bring the syllabus for each of your classes. **NO SYLLABUS, NO BOOKS!** Your counselor will list on the book form each book. Only books listed on a syllabus are eligible to be purchased by the Athletic Association.

Required course supplies: These supplies must be listed on the course syllabus to be eligible for reimbursement. Course related supplies must be purchased through the opportunity fund and reimbursed through our normal process. To receive reimbursement, bring a copy of the syllabus and an itemized receipt to your academic counselor. This does not include general supplies such as notebooks and pens.

To use a book form: take your book form, along with a picture ID, to the UGA Bookstore. Get the books you need from the textbook section on the second floor. Take the books and the book form to the first-floor scholarship line to sign for the books and

have the Athletic Association billed. Be sure you get the correct book for each class as listed on the book form. If you pick up the wrong books and they are not returnable, you will be responsible for purchasing any subsequent books.

If you are required to purchase a book off-campus or on-line, you must pay for the book and bring the receipt and a copy of the syllabus listing the required book to your counselor to receive reimbursement. Reimbursements are made within ten days.

You are required to keep your books for the entire semester. During the semester, academic counseling staff may periodically check to see if you have books. If you cannot produce your books when asked, you could lose your book privileges until you reimburse the Athletic Association. You may sell your books back **ONLY** at the end of the semester. **Some books are used in sequential courses, such as ACCT 2101, ACCT 2102, BIOL 1103, BIOL 1104. When a book is used the next semester, you are required to keep the book.** Book scholarships cannot buy the same book twice.

Lost or stolen books cannot be replaced by the Athletic Association. It is your responsibility to replace any lost or stolen books at your cost.

If you drop a course during drop/add and have already picked up the books, you must bring the books back to your academic counselor. You will not receive a book for the new course until you return the books from the dropped course to your counselor if the refund period has expired at the bookstore. If you withdraw from a course during the semester, you must return the book for the course to your academic counselor. You will be flagged, and you will not be issued books for the following semester until you have returned the books or reimbursed the Athletic Association.

FAILURE TO COMPLY WITH THE ABOVE RULES COULD RESULT IN YOUR BOOK PRIVILEGES BEING REVOKED. In addition, you could lose your eligibility if you violate the NCAA extra benefit rules, which apply to books for courses not on your schedule.

APPEALS/GRIEVANCE PROCEDURES

The University of Georgia has in place several appeal/grievance procedures through which students, including student-athletes, may voice complaints against fellow students, instructors, other university employees, etc. and is composed of faculty and staff appointed by the president. The NCAA requires a student-athlete specific grievance/appeal procedure designed to address only student-athlete concerns.

UNIVERSITY OF GEORGIA STUDENT-ATHLETE COMPLAINT RESOLUTION PROCESS

Another process is an internal and confidential process intended to be available for a student-athlete to address complaints/issues relating to any student-athlete's conflict with other student-athletes, coaches, Athletic Association employees, and other athletically related complaints. This process is not to address any issues of an academic nature or those relating to financial aid and transfer issues since other university committees have authority in these areas. The process is as follows:

1. The initial step is for the student-athlete to bring the complaint to the attention of sports administrator for their sport who is responsible for keeping all proceeds confidential and for mediating the dispute between all parties involved.
2. Following completion of the initial mediation step, should the complainant feel that the issue has not been resolved then the student-athlete may appeal the mediation ruling via petition to a review committee composed of the Senior Woman Administrator, Senior Associate Athletic Director, and Faculty Athletic Representative. The petitioner may appear in person before the Review Committee as well as the individual against whom the complaint has been filed. The Review Committee shall submit its findings to the Athletic Director for final review and a formal Athletic Association decision on the matter.

OTHER UNIVERSITY OF GEORGIA AVENUES AVAILABLE TO STUDENT-ATHLETES FOR RESOLVING DISPUTES

University of Georgia Student-Athlete Grant-in-Aid Appeals

These procedures are available to any student-athlete appealing the non-renewal, reduction, or cancellation of an athletic grant-in-aid. These procedures comply with hearing opportunity requirements established by NCAA guidelines and are included in the Student-Athlete Handbook distributed to all student-athletes.

A student-athlete's appeal of a grant-in-aid decision may involve the following steps:

- a. Written notice to the student-athlete of non-renewal, reduction, or cancellation of financial aid and opportunity to appeal;
- b. An informal discussion between the student-athlete and the respective coach;
- c. A written request for reconsideration to the Athletic Director; and
- d. A written appeal to the President through the University of Georgia Student-Athlete Appeals Committee ("Appeals Committee").

The student-athlete's initial request for reconsideration must be submitted in writing to the Athletic Director within 5 business days of receipt of the written decision impacting the student-athlete's grant-in-aid. The written request to the Athletic Director must include a copy of the letter impacting the grant-in-aid that is the subject of the request for reconsideration. The Athletic Director will promptly

render a decision, in writing, to the student-athlete. If the 5-day period expires without the submission of a written request for reconsideration to the Athletic Director, the decision becomes final and is not subject to further review.

Within 10 business days of the date of the Athletic Director's decision, the student-athlete can appeal the decision, in writing, through the Appeals Committee to the President. The appeal must contain a copy of the letter impacting the grant-in-aid and a copy of the Athletic Director's decision, as well as any other documentation the student-athlete wishes to submit in support of the appeal. A student-athlete who wishes to address the Appeals Committee orally must make the request in the written appeal. The appeal should be delivered to the following address:

Student-Athlete Appeals Coordinator c/o General Counsel
University of Georgia Office of Legal Affairs
Lustrat House
Athens, GA 30602

The Athletic Department has 5 business days from receipt of the appeal to submit a response, which may also include a request to address the Appeals Committee orally. If the 10-day period expires without submission of a written appeal to the President, the decision becomes final and is not subject to further review.

The Appeals Committee will determine whether or not the Athletic Department abused its discretion in denying the student-athlete's written request, either through a hearing on the record or in-person. The Appeals Committee shall determine the findings by a majority vote and will make a written recommendation to the President within 5 business days of the deliberation.

The President will promptly render a final decision in writing.

UGA OMBUDSPERSONS PROGRAM

Furthering its commitment to creating a positive learning environment, the University of Georgia recently named three ombudspersons to serve faculty, staff and students. The ombudspersons are designated individuals who serve as independent, neutral and informal resources for UGA students, faculty and staff. Rather than serving as advocates for individual members of the university community, these individuals are advocates for fairness, and they function as a source of information and referral. They assist, to the extent possible, in informally resolving concerns brought to their attention. They serve as third-party fact finders who remain neutral while looking into complaints or grievances, including those related to discrimination and harassment.

UGA DIVERSITY RESOURCES

African Studies Institute	afrstu.uga.edu
Asian American Student Association.....	msp.uga.edu/asian-american-student-association
Black Affairs Council (BAC)	msp.uga.edu/black-affairs-council
Campus Ministries Association	dos.uga.edu/cma/home
Center for Latin American and Caribbean Studies	lacs.uga.edu
Center for Latino Achievement and Success in Education.....	coe.uga.edu/directory/units/latino-achievement
College of Agricultural & Environmental Science Office of Diversity and Multicultural Affairs.....	caes.uga.edu/academics/diversity-affairs.html
Disability Resource Center	drc.uga.edu
Equal Opportunity Office	eoo.uga.edu
GLOBES – LGBTQ Faculty/Staff Organization	ugaglobes.wordpress.com
Hispanic Student Association	msp.uga.edu/hispanic-student-association
Indian Student Association	isa.uga.edu
Infusion Magazine	infusionmagazine.com
Institute for African American Studies	afam.uga.edu
Institute for Women's Studies	iws.uga.edu
Institute of Native American Studies	inas.uga.edu
International Student Life	isl.uga.edu
LGBT Center	lgbtcenter.uga.edu
Multicultural Greek Council	greeklife.uga.edu
National Association for the Advancement of Colored People (NAACP).....	uganaacp.com
Office of the Dean of Students: Student Affairs	dos.uga.edu/studentlife
Office of Institutional Diversity	diversity.uga.edu
Office of International Education / Global Engagement	globalengagement.uga.edu
Office of Multicultural Services and Programs	msp.uga.edu
Safe & Secure : Preventing Violence	safeandsecure.uga.edu
Terry College, Diversity Relations	terry.uga.edu/about/diversity.php
UGA Campus Resources for Women	women.uga.edu
UGA Hillel	hillelsofgeorgia.org
UGA Lambda Alliance	lgbtcenter.uga.edu/lambda-alliance
UGA Safe Space	lgbtcenter.uga.edu/safe-space
Undergraduate Admissions: Diversity at UGA	admissions.uga.edu/experience/diversity

HOUSING

All freshmen students at the University of Georgia are required to live on-campus. All student-athletes living in residence halls will receive a Community Guide and sign a contract with University Housing.

The Athletic Housing Coordinator (1) serves as liaison with the University Housing Office and the Athletic Association Staff; (2) supervises room transfers and assignments.

Those student-athletes living in University residence halls are expected to adhere to all University policies concerning housing including rules and regulations listed in the residence hall contract and the Community Guide. Student-athletes living in the University residence halls are responsible to the University for any damages to the room or its contents. Check-in and check-out procedures will be handled by the University Housing Office.

OFF-CAMPUS HOUSING

Permission must be granted by your head coach in order to live off-campus and receive scholarship for housing. Rules of conduct for off-campus residing would be those required by your head coach. The amount of off-campus housing scholarship is determined annually as required by NCAA rules.

UGA POLICIES

The [*Code of Conduct*](#) has been developed by Student Conduct to provide students with expectations for behavior that upholds the principles outlined in the *Pillars of the Arch*. In addition to describing regulations for behavior, the *Code of Conduct* provides useful information to students and student organizations regarding alleged violations of conduct regulations. All procedures for responding to possible violations of conduct regulations, including specifics of the conduct process, a listing of possible sanctions, the interim suspension policy, and the appeals procedures are included in the *Code of Conduct*. These procedures have been established to ensure due process and fundamental fairness to all involved in the University's judicial processes.

Please review the following list of some, but not all of the conduct matters addressed in the *Code of Conduct*:

- Sexual Misconduct
- Alcohol and Other Drug Policies
- Academic Dishonesty
- Theft, Damage & Disregard for Property
- Weapons
- Hazing

OFFICE OF STUDENT CONDUCT

OFFICE OF ACADEMIC HONESTY AND STUDENT APPEALS

The University of Georgia seeks to promote and ensure academic honesty and personal integrity among students and other members of the university community. *A Culture of Honesty*, UGA's academic honesty policy and procedures, was developed to serve these goals. All members of the academic community are responsible for knowing the policy and procedures on academic honesty.

https://honesty.uga.edu/_resources/documents/academic_honesty_policy_2017.pdf

UGA EQUAL OPPORTUNITY OFFICE

The Equal Opportunity Office (EOO) is responsible for ensuring that UGA complies with all applicable laws and policies regarding discrimination on the basis of race, sex (including sexual harassment and pregnancy), gender identity, sexual orientation, ethnicity or national origin, religion, age, genetic information, disability or veteran status.

The EOO also:

- Administers and enforces [UGA's Non-Discrimination and Anti-Harassment Policy](#)
- Administers within the UGA community the University System of Georgia Board of Regents' [Sexual Misconduct Policy](#)
- Houses the University's [Title IX Coordinator](#) and [ADA/Section 504 Coordinator](#)
- Coordinates [UGA's Ombudsperson Program](#).

UNIVERSITY OF GEORGIA ATHLETIC DEPARTMENT

MANDATORY REPORTING OBLIGATIONS

There are types of information that UGA Athletic Department employees must report certain types of information to another office on campus unless they are considered a confidential source. A full list of confidential sources can be found at the following link:

[Reporting Obligations](#).

I. CRIMINAL ACTIVITY

All staff members, including volunteers, must report all crimes (known, witnessed, or reasonable cause to suspect) to the police and their immediate supervisor.

Any person that observes or has knowledge of physical assault and battery must contact University Police (2-2200) or Athens/Clarke County Police (706-613-3330) and your immediate supervisor.

II. HARASSMENT AND DISCRIMINATION

In accordance with the UGA Non-Discrimination and Anti-Harassment Policy and the Sexual Misconduct Policy, harassment of or discrimination against any person because of race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, ethnicity or national origin, religion, age, genetic information, disability, or veteran status by any member of the University Community on campus, in connection with a University program or activity, or in a manner that creates a hostile environment for any member of the University Community is prohibited.

Any person with knowledge of harassment or discrimination or any supervisor receiving a report of harassment or discrimination of an employee or student must report to the UGA Equal Opportunity Office (706-542-7912), Darrice Griffin (706-542-9103), and the Director of Human Resources (706-542-2959). Reporting to any other university official or office does not negate the obligation of a responsible employee to report any such matters to the Equal Opportunity Office.

III. COMPLIANCE ISSUES

The following must be reported to the Compliance Office (706-542-9103):

- **NCAA or SEC Violations:** any person with knowledge of actual or potential NCAA or SEC rules violations
- **Misconduct or Unethical Behavior:** any person with knowledge of actual or potential misconduct or unethical behavior (e.g. hazing, academic fraud, gambling, breach of confidentiality related to medical or academic records)

IV. CHILD ABUSE: REPORTING REQUIREMENTS

All University employees and volunteers acting in the scope of their employment who have reasonable cause to believe that child abuse has occurred shall **immediately (but in no case later than 24 hours)** make a report or confirm that a report has been made to ALL of the following:

1. The UGA Police Department (UGAPD) at 706-542-2200 or 911 (emergency);
2. Their Supervisor, Program Director, or other responsible University official; AND
3. The Georgia Division of Family and Children Services (DFCS) at 1-855-GACHILD.

If you have reasonable cause to believe child abuse has occurred, DO NOT attempt to investigate the matter further or gather additional information before reporting. <https://legal.uga.edu/guidance/mandatory-reporting-child-abuse>

V. PROHIBITED CONSENSUAL RELATIONSHIPS

The UGA Non-Discrimination and Anti-Harassment Policy states:

A University employee, including a graduate teaching assistant, is prohibited from pursuing or having a romantic or sexual relationship with any student or University System of Georgia (USG) employee who the individual supervises, teaches, or evaluates in any way. Additionally, a University employee is prohibited from pursuing or having a romantic or sexual relationship with any student or USG employee whose terms or conditions of education or employment the individual could directly affect.

Individuals who violate the consensual relationship prohibition are subject to disciplinary action under this Policy, up to and including termination.

It is the responsibility of coaches and staff members to avoid prohibited consensual relationships with students, student-athletes, and other employees whose terms and conditions of education or employment the coach or staff member could directly affect, either by direct supervision or implied authority as a coach and staff member in the department. Sexual advances, dating, all types of abusive, offensive, unwelcome, inappropriate, or harassing behavior will not be tolerated. In addition to the obvious inappropriateness of such action, you may be in violation of the UGA Non-Discrimination and Anti-Harassment Policy. Failure to adhere to this Policy will result in disciplinary action, up to and including termination.

- For complete UGAAA Policies and Procedures, please visit: https://portal.sports.uga.edu/ugaa_policy/ugaaapp.pdf.
- For UGA Non-Discrimination and Anti-Harassment Policy, please visit: <https://eoo.uga.edu/policies/non-discrimination-anti-harassment-policy>
- For UGA Sexual Misconduct Policy, please visit: <https://eoo.uga.edu/sexual-misconduct-policy/>

COMPREHENSIVE ACTION PLAN

PROCEDURES RELATED TO STUDENT-ATHLETE CONDUCT

I. ARRESTS FOR FELONY CRIMES AND DUIS

- a) Student-Athlete is required to notify their head coach immediately.
- b) Immediate Suspension from athletic competition, pending review by the Comprehensive Action Plan Committee
- c) The Comprehensive Action Plan Committee consists of the Senior Woman Administrator, Deputy Athletic Director, Executive Associate Athletic Director, and the Faculty Athletics Representative, after an investigation and review of the facts, will forward a recommendation of penalties to the Athletic Director. These recommendations may include, but are not limited to, dismissal from the team, suspension from competition, reduction in aid, and/or cancellation of athletic aid.
- d) The Athletic Director will approve, modify, or return the matter to the Comprehensive Action Plan Committee for further consideration.

II. CITATIONS AND ARRESTS FOR MISDEMEANOR CRIMES (ex. Public drunkenness, underage consumption, and driving with a suspended license)

- a) Student-athlete is required to notify their head coach immediately.
- b) Alcohol or Drug related arrests or citations are violations of UGAAA policies that include automatic competition suspension, education, counseling, and community service.
- c) In some misdemeanor cases, the Head Coach will be responsible for imposing whatever discipline measures the student-athlete deems appropriate.
- d) The Comprehensive Action Plan Committee may recommend further disciplinary action to the Athletic Director if deemed necessary.

III. OTHER ACTS OF MISCONDUCT AND/OR BEHAVIOR DETRIMENTAL TO THE UNIVERSITY OF GEORGIA

- a) Misconduct by a student-athlete will also be subject to action through the Comprehensive Action Plan Committee including, but not limited to, misconduct related to:
 - i. Social media networks
 - ii. Academic Settings
 - iii. NCAA Rules (ex. Ethical Conduct)
 - iv. UGA Academic Honesty
 - v. Multiple/repetitive acts of misconduct (ex. housing violations)
 - vi. Harassment of or discrimination against any person because of race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, ethnicity or national origin, religion, age, genetic information, disability, or veteran status by any member of the University Community (as defined in the University System of Georgia Non-Discrimination and Anti-Harassment Policy) on campus, in connection with a University program or activity, or in a manner that creates a hostile environment for any member of the University Community.

IV. ALCOHOL AND DRUG RELATED MISCONDUCT

- a) Subject to University's Policy on Alcohol and Other Drugs (http://safeandsecure.uga.edu/policy_drugs-alcohol.html)
- b) Subject to the UGAAA Drug Testing, Education, and Counseling Policy
- c) Subject to disciplinary action through the Comprehensive Action Plan Committee

V. APPEALS PROCEDURES

- a) Sport Administrator
- b) Review Committee and Athletic Director

UGA SPORT MEDICINE POLICIES

The University of Georgia Athletic Association (UGAAA) wishes to provide the highest quality of health care to every student-athlete participating in our intercollegiate athletic programs. With our highly trained staff and excellent facilities, the athletic association strives to keep student-athletes free from athletic injuries and illnesses. However, this is a possibility anytime a student-athlete participates in sports. For this reason, you should be aware of UGAAA policies regarding sports medicine and medical insurance.

MEDICAL EXPENSE INFORMATION

UGAAA has established guidelines for athletic medical expenses, identifying what is permissible and non-permissible for the institution to pay. The athletic association will pay for the treatment of injuries or illnesses that occur as a direct result of the student-athlete's participation in sport. **The athletic association may not pay for the treatment of injuries or illnesses that occur from causes other than the student-athlete's direct participation in their sport.**

UGAAA may finance the following athletic medical expenses while enrolled as a student-athlete:

- Athletic medical insurance for all student athletes
- Student health insurance for international student-athletes
- Death and dismemberment insurance for travel connected with intercollegiate participation
- Specialized expenses resulting from a permanent disability that precludes further athletic participation
- Alcohol or other drug-related rehabilitation expenses
- Mental health related counseling and psychiatric expenses
- General medical examinations
- Medical treatment expenses as a result of an athletic related injury
- Surgical expenses as a result of an athletic related injury
- Medication that enables the student-athlete to participate in intercollegiate athletics
- Physical and / or occupational therapy that enables the student-athlete to participate in intercollegiate athletics
- Contact lenses and / or protective eyewear that enables the student-athlete to participate in intercollegiate athletics

UGAAA may not finance the following non-athletic medical expenses:

- Medical, hospital, or surgical expenses to treat a non- athletic related illness or injury
- Medical, hospital, or surgical expenses as the result of an injury going to and/or participating in class (e.g., physical education)
- Elective surgeries
- Cosmetic procedures
- Dental cleanings
- Contraceptive medications
- Pregnancy
- Pregnancy termination
- Sexually transmitted infections or diseases

ATHLETIC INSURANCE

UGAAA, as most colleges and universities nationwide, carries excess or secondary insurance. This means that **all medical bills incurred by a student-athlete, as a direct result of participation in athletics must first be filed with the family or group insurance.** The family or group insurance must pay the maximum coverage before the athletic association's excess plan is used to pay the remainder. The hospital, medical offices, and physicians will file any insurance claims should the need arise. The athletic association plan will pay for all copays, deductibles, and any charges that the primary insurance does not cover, as long as the injury or illness occurred as a result of athletic participation and the athletic association's medical staff facilitates treatment. **Student-athletes should never pay any charges out-of-pocket for an athletic injury or illness. Bills received by the student-athlete, parent, or guardian for services rendered for an athletic injury should be forwarded to Jeanne Vaughn, the athletic insurance coordinator.**

STUDENT HEALTH INSURANCE PROGRAM

For those student-athletes who do not have personal health care insurance, the University Health Center offers several policy options for a reasonable rate. For more details, contact the health center at 706-542-1162 or at their web site at www.uhs.uga.edu.

SUPPLEMENTAL INSURANCE

For those student-athletes who have personal health care insurance, special consideration must be given to supplemental policies for accident, injury, or illness. If a student-athlete receives medical care that is covered by UGAAA and our secondary insurance policy, supplemental insurance claims can not be filed, as the individual should not be reimbursed for expenses they did not incur. This would be viewed as an extra benefit, and considered a NCAA violation. Any questions or concerns about supplemental insurance policies or claims should be forwarded to Jeanne Vaughn, the athletic insurance coordinator.

INJURY / ILLNESS REPORTING PROCEDURES

The student-athlete is responsible for reporting all injuries or illnesses to the medical staff as soon as possible. The medical staff will make all of the necessary medical referrals as indicated. **The student-athlete should not seek outside medical attention for an athletic related injury or illness without authorization from the medical staff unless the injury or illness necessitates a medical emergency.**

SECOND OPINION / OUTSIDE REFERRAL POLICY

Second opinion visits to physicians, specialists, or other services (chiropractic, massage therapy, physical therapy, etc.) will only be covered by UGAAA if approved and arranged by team physicians. **Should a student-athlete choose medical services from providers other than those retained by UGAAA, the student-athlete and their parents or guardians will be solely responsible for any and all charges incurred.**

DIAGNOSTIC TESTING POLICY

Diagnostic testing (x-ray, CT, MRI, bone scan, lab tests, etc.) will only be covered by UGAAA if approved and arranged by team

physicians.

VISION POLICY

Student-athletes will be provided corrective vision aids in the form of contact lens or protective eyewear if they require such to participate. If eyeglasses are necessary for academics, one pair may be provided covering the cost of the lens as well as frames to a reasonable amount. No further pair of glasses will be covered unless necessitated by a change in eye prescription. Loss of or damage to contact lens, protective eyewear, or eyeglasses outside of athletic participation is the responsibility of the student-athlete.

DENTAL POLICY

UGAAA may refer for a dental examination with the pre-participation physical examination and fit for / provide protective mouthpieces. In those sports where protective mouthpieces are mandatory and provided for use in practice and competition, the athletic association may assume responsibility only if the mouthpiece is worn by the student-athlete in accordance with the guidelines set by the manufacturer. UGAAA, however, may not pay for the treatment of dental problems that do not occur as a direct result of participation in a sport. For example, the Athletic Association may pay for the repair of a chipped or broken tooth in practice, but may not pay for teeth cleaning. Treatments of routine cavities, wisdom teeth extraction, or other medical procedures are determined on a case-by-case basis.

WOMEN'S HEALTH

UGAAA may refer for a gynecological examination with the pre-participation physical examination if it is deemed necessary by team physicians. Medications prescribed to treat women's health concerns will only be covered as deemed appropriate by team physicians.

PRESCRIPTION MEDICATION

Medications prescribed by team physicians for athletic injuries and illnesses will be covered by the athletic association. All prescriptions should be filled by the University Health Center pharmacy unless pre-authorized by the medical staff. Medications prescribed for pre-existing conditions or non-athletic medical conditions may only be covered as deemed appropriate by team physicians. **Be aware that ADHD medications are banned substances by the NCAA.** In order to protect their eligibility, exemption documentation must be maintained in the student-athlete's medical file. This documentation must include record of appropriate testing within 3 years prior to enrollment. If appropriate testing has not been previously performed, it may be coordinated through UGAAA academic staff upon enrollment. The testing reports are reviewed by a learning specialist, academic advisor, and clinical psychologist at UGAAA. If ADHD or another learning disorder is identified, referral for medication management may be made. The cost of those medications may only be covered as deemed appropriate by team physicians.

MENTAL HEALTH

UGAAA will provide care for mental health and wellbeing just as with physical injury or illness. Assessment, treatment, and rehabilitation for mental health may or may not be covered by the athletic association, as described above with other conditions, and as deemed appropriate by team physicians.

CONCUSSION

A concussion is a type of traumatic brain injury that damages brain cells and creates chemical changes. These changes can lead to symptoms affecting the student-athlete's cognitive, physical, and emotional functions. Concussions affect each individual differently. Symptoms typically resolve within two weeks, but may take longer. All student-athletes will complete baseline screening at our on-site concussion lab per protocol of the NCAA and Department of Defense research initiative on concussion. This data provides objective measures for safe return to activity should an injury occur. The cost of assessment, treatment, and rehabilitation of concussion may be covered by UGAAA.

PRE-EXISTING MEDICAL CONDITIONS

UGAAA may not assume responsibility of preexisting medical conditions. Treatment and medication for such conditions may only be covered as deemed appropriate by team physicians.

PRE-PARTICIPATION PHYSICAL EXAMINATIONS

A comprehensive pre-participation examination is performed on all student-athletes prior to participation. Student-athletes are not allowed to participate in any competitions, practices, or strength and conditioning activities until they have completed their pre-participation physical examination and received medical clearance. Pre-participation medical expenses are covered by the athletic association for all scholarship and invited walk-on student-athletes. Try-out student-athletes are required to have a pre-participation physical examination prior to their try-out session(s). This examination must be performed by team physicians at the University Health Center at their own expense.

OUT OF SEASON INJURY

UGAAA may not assume responsibility for care of injuries or illnesses incurred when the student-athlete is not actively engaged in an athletic association sanctioned competition, practice, or strength and conditioning activity.

EXIT PHYSICAL EXAMINATIONS

Following the conclusion of their final intercollegiate season, each student-athlete must complete an exit physical examination by the team physician(s). Any and all health care concerns should be discussed with the medical staff at that time. If there are any injuries or illnesses related to athletic participation noted at the exit physical examination that require treatment, testing, or procedures as approved by the team physician(s), they must be performed within two years of separation from the institution. Otherwise, UGAAA is not responsible for monetary coverage or liability.

CONTINUED CARE

General Policy: UGAAA shall provide medical care and necessary associated expenses to a student-athlete for an athletically-related injury incurred during his or her involvement in inter-collegiate athletics for UGAAA during the period of care set forth in this policy.

Athletically-Related Injury: An “athletically-related injury” means an injury that occurs: (a) in or associated with a competition scheduled by UGAAA, or (b) in or associated with official athletic activities that are authorized, organized by, or directly supervised by an official representative of UGAAA. UGAAA medical personnel, as designated by the UGAAA Director of Athletics, shall have sole discretion to determine whether an injury (or portion of an injury) is considered athletically related.

Recurrences/Aggravations/Exacerbations: UGAAA medical personnel, as designated by the UGAAA Director of Athletics, shall have sole discretion to determine whether a recurrence, aggravation, or exacerbation of a preexisting condition is considered athletically-related.

Period of Care: The period of care for such an injury shall extend up to two years following either graduation or separation from the University, or until the student-athlete qualifies for coverage under the NCAA Catastrophic Injury Insurance Program, whichever occurs first.

Method of Care: UGAAA, in its sole discretion, shall determine the method by which it will provide medical care for athletically-related injuries, and UGAAA will only provide medical treatment and necessary associated expenses for treatment and expenses approved by an authorized representative of the UGAAA medical personnel. If a student-athlete chooses to seek medical treatment from an outside provider or incur expenses without advance approval of UGAAA medical personnel, UGAAA may not cover the costs and expenses associated with such treatment.

Necessary Expenses: UGAAA medical personnel shall have sole discretion to determine whether an expense or expense amount is a necessary associated expense.

Post-Participation Physical: All student-athletes must participate in a post-participation physical evaluation upon completion of their participation in intercollegiate athletics for UGAAA and prior to the earlier of (1) 30 days after separation from the team, or (2) separation from the University. If a student-athlete fails to participate in such a post-participation physical evaluation, UGAAA may consider any injuries, recurrences, or exacerbations reported after separation from the University to be non-athletically related, absent clear and convincing evidence to the contrary. For the avoidance of doubt, UGAAA medical personnel, as designated by the UGAAA Director of Athletics, shall have sole discretion to determine whether an injury (or portion of an injury) is considered athletically-related.

Additional Exclusions and Limitations: UGAAA shall not be responsible for:

- Medical care and necessary associated expenses that can be provided or recovered from a third party (e.g., personal health insurance, employer, professional team, etc.).
- Medical care and necessary associated expenses that UGAAA medical personnel determines not to be medically necessary.
- Medical care provided by an outside provider without advance approval of UGAAA medical personnel.

MEDICAL HARDSHIPS / MEDICAL EXEMPTIONS

When an injury or illness occurs that could be season ending, UGAAA team physicians are responsible for diagnosing, prescribing treatment, and determining the severity of the injury or illness. In order for a student-athlete to be eligible to receive a medical hardship or a medical exemption, the team physician must make the determination that the injury or illness is season or career ending. In addition, all other aspects of NCAA regulations pertaining to medical hardships and medical exemptions must be met.

NCAA CATASTROPHIC INSURANCE PROGRAM

The NCAA sponsors a Catastrophic Injury Insurance Program that covers the student-athlete who is catastrophically injured while participating in authorized, organized or sponsored NCAA events, including practice and competition. The student-athlete is eligible for up to \$ 20 million in lifetime benefits. The plans covers not only medical care but also disability payments, home modification and rehabilitation. It also features a death benefit. The policy has a \$90,000 deductible and provides benefits in excess of any other valid and collectible insurance. For more details, refer to the [NCAA web site](#).

EXCEPTIONAL STUDENT-ATHLETE DISABILITY INSURANCE

The NCAA sponsors a disability insurance program for exceptional student-athletes at NCAA institutions in the sports of football, men and women’s basketball, baseball and men’s ice hockey. The program enables qualifying student-athletes, as approved by the program administrator, to purchase disability insurance contracts with pre-approved financing, if necessary. This program will provide the student-athlete with the opportunity to protect against future loss of earnings as a professional athlete, due to a disabling

injury or sickness that may occur during the collegiate career. For more details, refer to the [NCAA web site](#).

EMERGENCY PREPARATION

Emergency situations may arise at any time during athletic events. Expedient action must be taken in order to provide the best possible care of emergency and/or life threatening conditions. UGAAA has developed and implemented emergency planning to ensure this. Each athletic venue has an emergency action plan and certified athletic trainers provide medical coverage at these venues. All sport coaches as well as strength and conditioning staff are trained in first aid and CPR. The emergency plan is reviewed annually with athletic staff, campus police, fire rescue and EMS.

PRIVACY PRACTICES

UGAAA provides health care to student-athletes in partnership with physicians and other professionals and organizations. The student-athlete has the right to privacy regarding their medical plan of care and UGAAA follows HIPAA and FERPA guidelines in regards to privacy practices. Medical record information is considered private. UGAAA may use and disclose medical information for treatment (such as sending medical information to a specialist as part of a referral), to obtain payment for treatment (such as send billing information to insurance company), to support our health care operations (such as comparing patient data to improve treatment methods). UGAAA may disclose medical information and/or participation status to athletic coaches and strength and conditioning coaches for health and safety reasons. UGAAA may disclose information to university administrators and academic counselors to support academic progress or to sports information staff and members of the media regarding participation status. The student-athlete has the right to request that UGAAA not use or disclose medical information for specific cases or circumstances.

RIGHTS

The University of Georgia Athletic Association respects each Student-Athlete's right to personal dignity, privacy, and safety during examination and treatment. This document outlines the rights and responsibilities of each Student- Athlete in connection with the provision of medical care by UGAAA. As a student-athlete at the University of Georgia, you have the following rights:

Access to Care: To receive comprehensive, respectful and compassionate care in a safe environment regardless of your race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, ethnicity or national origin, religion, age, genetic information, disability, veteran status, or manner of payment.

Emergency Treatment: To receive emergency treatment to stabilize your condition if presenting with a medical emergency.

Presence of chaperone: To have a chaperone (health care provider knowledgeable about the examination or treatment being performed, a coach, or fellow Student-Athlete) of your choosing present for any treatment or examination.

Safety, Privacy, and Confidentiality: To have treatments and exams performed in a safe and private environment:

- Examinations and treatments will be administered in a designated treatment room or area, such as a training room.
- At road contests, if examination or treatment must be provided at the team hotel, the examination or treatment will be performed in a designated room. Providers will not enter your hotel room without a chaperone unless necessary to render emergency medical care.
- To expect a chaperone to be present for all examinations and treatments that involve physical contact with intimate bodily areas, require removal of clothing, or which involve physical contact and take place in a closed-door examination or treatment room or other space that is not open and accessible, unless it is an emergency or you otherwise request in writing or consent in the presence of a chaperone.
- To expect all information pertaining to your care will be kept confidential, including your treatment records, unless you give permission to release information or applicable law or court order otherwise mandates reporting.

Information: To receive a verbal explanation of the nature of the examination or treatment from the healthcare provider prior to any physical contact:

- To understand and provide verbal consent before a healthcare provider proceeds with the examination or treatment described and to receive further explanation and provide additional consent before a healthcare provider deviates from the treatment or examination initially described.
- To view your records and have the information explained, except when restricted by law.
- To be well-informed about your illness or injury, possible treatments and likely outcomes, including unexpected outcomes, and about pain and pain relief measures.
- To discuss information with your healthcare provider(s).

Consent or Refuse Treatment: To consent or refuse treatment, as permitted by law, throughout your course of care. When refusal of treatment by you or your representative prevents the provision of appropriate care in accordance with professional standards, our relationship with you may be terminated upon reasonable notice.

Consultation: To pause examinations and/or treatment to consult with family members, other decision makers, or a specialist at your own request and expense (as applicable).

RESPONSIBILITIES

As a Student-Athlete, you have the following responsibilities:

Communication:

- To provide truthful and accurate information about your health, including past illness or injury, hospital stays, diagnostic tests, surgical procedures, allergies and use of medication and supplements.
- To ask questions if you do not understand the information discussed with you, your family and/or legal guardian.
- To tell your healthcare provider(s) if you believe you cannot follow through with your treatment.
- To provide information for insurance and payment arrangements (as applicable).

Cooperation:

- To be involved in developing your plan of care and pain management plan with your healthcare team.
- To be properly clothed (e.g., t-shirt, shorts) for examination and treatment. Clothing should only be removed to the extent necessary to perform the examination or treatment and only with your express verbal consent.
- To be considerate and respectful to your healthcare provider(s).
- To accept responsibility for refusing treatment or not following your healthcare provider(s) instructions and, if you decline treatment to sign documents stating you are accepting that responsibility.

RIGHTS AND RESPONSIBILITIES: REPORTING CONCERNS

If you have questions about your student-athlete medical rights and responsibilities, concerns regarding examination and treatment, or any other behavior by a Provider that is potentially inappropriate or makes you feel uncomfortable. Such reports may be made to any or all of the following:

- Ron Courson, Executive Associate Athletic Director-Sports Medicine (706-542-9060 or rcourson@sports.uga.edu)
- Anna Randa, Assistant Athletic Director-Sports Medicine (706-542-7892 or aranda@sports.uga.edu)
- Sarah Black, Patient Experience Representative (706-542-9060 or sblack@sports.uga.edu)
- Darrice Griffin, Senior Deputy Athletic Director/Deputy Title IX Coordinator (706-542-9046 or dgriffin@sports.uga.edu)
- Qiana Wilson, Director UGA Equal Opportunity Office (706-542-7912 or ugaeoo@uga.edu)
- University of Georgia Police Department (911 or 706-542-2200)
- Georgia Composite Medical Board Enforcement Unit (404-657-6494)
- Georgia Board of Athletic Trainers (478-207-2440)
- Georgia Board of Physical Therapy (478-207-2440)
- Georgia Board of Massage Therapy (478-207-2440)
- Georgia Board of Chiropractic Examiners (478-207-2440)

HEALTH, SAFETY, AND WELL-BEING

The highest priority of the UGAAA Sports Medicine staff is the health, safety, and well-being of student-athletes under our care. These protocols are intended to clarify and enhance existing practices to promote the safety of student-athletes when receiving examinations and treatments and to facilitate the reporting of any potentially inappropriate conduct.

DEFINITIONS

Provider: Any person providing medical examination or treatment of a student-athlete on behalf of the UGA Athletic Association. Providers include, but are not limited to, physicians, certified athletic trainers, chiropractors, massage therapists, physical therapists, athletic training students, and other health care providers approved by the UGAAA Director of Sports Medicine (Ron Courson), the UGAAA Assistant Director of Sports Medicine (Anna Randa), or Head Team Physician (Dr. Fred Reifsteck).

Student-Athlete: Any UGAAA student-athlete or any student-athlete from another institution receiving medical examination or treatment from a Provider.

Chaperone: A second person to be present during examination or treatment by a Provider. Whenever possible, chaperones should be health care providers knowledgeable about the examination or treatment being performed; if such a person is unavailable, then a coach or fellow Student-Athlete may serve as a chaperone with the express consent of the Student-Athlete receiving the examination or treatment. Chaperones must respect the Student-Athlete's privacy and comply with HIPAA, FERPA, and other privacy/confidentiality obligations.

Applicability: These protocols apply to any examination or treatment of a Student-Athlete by a Provider with the exception of emergency situations in which the treatment cannot be delayed to allow for adherence to the protocols without jeopardizing the health and safety of the Student-Athlete.

EXAMINATION AND TREATMENT PROTOCOLS

- Before any physical contact with the Student-Athlete, the Provider must verbally explain the nature of the examination or treatment, ensure that the Student-Athlete understands, and receive the verbal consent of the Student-Athlete to proceed with the examination or treatment described. Further explanation must be provided and additional consent obtained before deviating

from the treatment or examination initially described.

- The Student-Athlete should be properly clothed (e.g., t-shirt, shorts) for examination and treatment. Clothing should only be removed to the extent necessary to perform the examination or treatment and only with the express verbal consent of the Student-Athlete.
- Examinations and treatments should be administered in a designated treatment room or area. When traveling for competition, if examination or treatment must be provided at the team hotel, the examination or treatment should be performed in a designated room. Providers should never enter the hotel room of a Student-Athlete without a chaperone unless necessary to render emergency medical care.
- Examinations and treatments that do not involve disrobing, physical contact with intimate bodily areas, or sensitive discussions should be performed in open, accessible areas such as a training room, and doors of enclosed rooms should generally be left open for such examination and treatments.
- A chaperone shall be present for any examination or treatment (i) involving physical contact with intimate bodily areas; (ii) requiring the removal of clothing; or (iii) requiring physical contact and taking place in a closed- door examination/treatment room or other space that is not open and accessible, unless, following a verbal explanation of the nature of the treatment or examination, the Student-Athlete expressly requests that the examination or treatment be performed without a chaperone, with such request made either in writing or in the presence of a chaperone and documented in the medical records.
- At any time, a Student-Athlete or Provider may request a chaperone to be present for any examination or treatment. If a chaperone is requested but is not available, the Student-Athlete and/or Provider have the right to refuse care. The Provider should discuss the risk(s) of refusing care, provide alternatives, and document the situation in the medical records.
- Providers shall obtain required consents and properly document in the medical records any examinations or treatments that (i) involve physical contact with intimate bodily areas; (ii) require the removal of clothing; or (iii) involve physical contact and take place in an area that is not open and accessible.

Examination and Treatment of Minors: Notwithstanding the foregoing provisions, except in an emergency situation where it is not possible to delay treatment without jeopardizing the health and safety of the child, a Provider may not examine or treat a minor child (under the age of 18) who is not a Student-Athlete (such as a participant in a camp or youth program) in any closed-door examination/treatment room or other space that is not open and accessible except in the presence of a parent, guardian, or chaperone. Any such emergency treatment must be documented in the medical records and reported to the parent or guardian as soon as possible.

Communications: Providers should limit communications with the Student-Athlete to those necessary for examination and treatment. Providers should not engage in comments or jokes of a sexual nature with the Student-Athlete or communicate with Student-Athletes through email, text messages, or social media except in connection with examination and treatment.

HEALTH, SAFETY, AND WELL-BEING : REPORTING CONCERNS

Student-Athletes are encouraged to report any violations of these protocols or any other behavior by a Provider that is potentially inappropriate or makes the Student-Athlete feel uncomfortable. Such reports may be made to any or all of the following:

- Ron Courson, Executive Associate Athletic Director-Sports Medicine (706-542-9060 or rcourson@sports.uga.edu)
- Anna Randa, Assistant Athletic Director-Sports Medicine (706-542-7892 or aranda@sports.uga.edu)
- Sarah Black, Patient Experience Representative (706-542-9060 or sblack@sports.uga.edu)
- Darrice Griffin, Senior Deputy Athletic Director/Deputy Title IX Coordinator (706-542-9046 or dgriffin@sports.uga.edu)
- Qiana Wilson, Director UGA Equal Opportunity Office (706-542-7912 or ugaeoo@uga.edu)
- University of Georgia Police Department (911 or 706-542-2200)

These reporting options must be posted in a conspicuous manner in every treatment area. All teams must receive education about these reporting options at least annually.

Any UGAAA employee, Provider, or chaperone who suspects or becomes aware of a possible violation of these protocols or behavior by a Provider that is potentially inappropriate is required to report the facts or concerns to Senior Deputy Athletic Director/Deputy Title IX Coordinator Darrice Griffin (706-542-9046). If the behavior potentially involves sexual harassment, sexual assault, or any other form of sexual misconduct, the employee, Provider, or chaperone must also report the behavior to EOO Director Qiana Wilson.

Mandatory Child Abuse Reporting: Any person who has reasonable cause to believe that child abuse has occurred, must immediately make a report or confirm that a report has been made to **ALL** of the following:

1. University Police (706-542-2200) or 911 (emergency)
2. Their supervisor, program director, or other responsible University official **AND**
3. The Georgia Division of Family and Children Services (DFCS) at 1-855-GACHILD.

Questions

Any questions regarding these protocols may be directed to Ron Courson, Anna Randa, or Darrice Griffin.

SPORTS MEDICINE VISION STATEMENT

Making a positive impact on healthcare, sports, performance, and life.

SPORTS MEDICINE MISSION STATEMENT

The University of Georgia sports medicine staff supports every student-athlete by promoting physical and mental well-being. We aspire to be the national leader in sports medicine by cultivating a culture of care.

SPORTS MEDICINE CORE VALUES

- The individual needs of the student-athlete are always the first consideration for all members of the sports medicine staff.
- We build a collaborative relationship using our various backgrounds and expertise to assure the highest sports medicine care.
- We are proactive and address concerns in a timely manner.
- We are committed to providing all available resources necessary to maintain a program of excellence.
- We strive to be recognized as the best sports medicine program in the nation.

Please direct any questions to:

Ron Courson, ATC, PT, CSCS, NRAEMT
Executive Assoc. Athletic Director – Sports Medicine
rcourson@sports.uga.edu
706-542-9060

Anna Randa, ATC, NREMT
Assistant Athletic Director – Sports Medicine
aranda@sports.uga.edu
706-542-7892

Please direct any questions or forward insurance claims bills to:

Jeanne Vaughn
Athletic Insurance Coordinator
jvaughn@sports.uga.edu
706-542-7653 (O) 706-542-7707 (F)
University of Georgia Athletic Association
Post Office Box 1472 | Athens, GA 30603-1472

UGAAA SUBSTANCE ABUSE POLICY

The University of Georgia Athletic Association (UGAAA) Substance Abuse Policy (hereafter the “Policy”) addresses the use of illegal drugs and alcohol, misuse/illegal use of prescription drugs, and the use of dietary supplements, which are detrimental to the physical and mental well-being of its student-athletes. UGAAA has implemented a mandatory program of drug testing, education, counseling and rehabilitation to protect the student-athlete’s health and safety. This policy may be amended at any time by UGAAA. Student-athletes will be notified of any changes. The Policy shall not be construed to create a contract between student-athletes and UGAAA; however, student-athletes are obligated to abide by this policy.

UGAAA advocates the development of healthy and responsible lifestyles for student-athletes as long term enrichment and enhancement of their lives. Substance abuse can remain undetected leading to personal tragedy, which may include diminished academic and athletic performance, self-injury or injury to others, drug dependence or addiction, legal problems, disastrous financial consequences, and premature death. Substance abuse may also cast a negative image on all student-athletes due to public visibility and the reputation of an academic center of higher education. Student-athletes have a responsibility to themselves and the institution to maintain high standards of conduct and a sound respect for their physical health.

Substance abuse, chemical dependency, crimes and other situations which occur while under the influence of mood-altering substances are a major health and safety hazard in our society. The use of illegal substances and the illegal use of drugs is a crime and cannot be condoned. The use of performance enhancing drugs is detrimental to student health and, as a form of cheating, constitutes unacceptable behavior. Alcohol use by UGAAA student-athletes who are under the legal drinking age in Georgia is against the law; for those student-athletes who are of legal drinking age in Georgia, alcohol use is ill-advised and is strongly discouraged.

All student-athletes must comply with NCAA Drug-Testing Program Guidelines. Both the student-athlete and the institution shall be held accountable for the use of [NCAA banned drugs](#). The NCAA recognizes that some banned substances are used for legitimate medical purposes. Accordingly, the NCAA allows exceptions to be made for those student-athletes with a documented medical history demonstrating the need for treatment with the banned medication. In these cases, a medical exception must be requested from the NCAA prior to taking the medication. To treat Attention Deficit Hyperactivity Disorder (ADHD), the student-athlete must have appropriate documented testing confirming the diagnosis of ADHD, submit NCAA documentation, and be followed medically by a physician and counselor. As a result of taking dietary supplements, many student-athletes test positive each year because these products often contain banned ingredients that may or may not be listed on the labels. Because dietary supplements do not have to prove purity, efficacy or safety, student-athletes take these at their own risk. Student-athletes are advised to evaluate any product, including vitamin and mineral supplement products, with the appropriate athletics staff before consuming.

As a student at the University of Georgia, all student-athletes must comply with [The University of Georgia Policy on Alcohol and Other Drugs](#) as well as the UGAAA Substance Abuse Policy, each as updated from time to time. Additionally, any and all student-

athlete misconduct is subject to penalty under the UGAAA Comprehensive Action Plan.

PURPOSE OF THE POLICY

The purpose of the Policy is to prevent substance abuse in athletics and, where detected, to eliminate it through counseling, rehabilitation and medical treatment. Specific goals are to:

1. Educate student-athletes in the dangers of substance abuse, University of Georgia and UGAAA policies regarding substance abuse, and Georgia state laws and statutes regarding substance abuse.
2. Identify drug use by student-athletes through testing.
3. Deter drug use by student-athletes.
4. Provide counseling and rehabilitation.
5. Provide corrective actions.

Substances of Abuse: Student-athletes are prohibited from use or attempted use, purchase, possession, manufacture, distribution and/or sale of (or aiding and abetting or being an accomplice to another) any [NCAA Banned-Drug Classes](#), including but not limited to:

- Stimulants
- Anabolic agents
- Alcohol and Beta Blockers (banned for rifle only)
- Diuretics and other masking agents
- Street drugs
- Peptide hormones and analogues
- Anti-estrogens
- Beta-2 Agonists

Alcohol: Alcohol is a drug that presents a unique situation as it is legal to use in Georgia for those twenty-one years of age and older. Alcohol is a part of our culture and is present at many social functions throughout society; however, it is a mood altering substance and constitutes the greatest drug problem in society and among student-athletes. The use of alcohol may also be detrimental to athletic performance. Alcohol is a nervous system depressant. Effects of alcohol include mood swings, impaired judgement and inability to control motor functions. Alcohol can impair an athlete's performance through dehydration, depleting vital nutrients and interfering with restful sleep and recovery. Therefore, in relation to alcohol use the UGAAA policy is:

- a. Alcohol consumption is illegal and unacceptable for student-athletes under the age of twenty-one.
- b. Teams should institute guidelines which restrict alcohol usage by student-athletes twenty-one years of age and older.
- c. As a student at the University of Georgia, all student-athletes must comply with [The University of Georgia Policy on Alcohol and Other Drugs](#). This policy defines Level I and Level II violations. A Level I violation is defined as possession, use, or facilitating the possession/use of alcohol. A Level II violation includes, but is not limited to, any violation involving the operation of a motor vehicle after consumption of alcohol and/or use of drugs, acts of violence while using alcohol or drugs, destruction of property, disorderly conduct, or intoxication level that requires medical treatment or results in medical personnel being called, even if treatment is refused, and any drug violation. Any Level II violation sanctioned to a student-athlete by the University of Georgia is considered the same as a positive drug test and a violation of the substance abuse policy.
- d. Alcohol consumption is not recommended and ill-advised for student-athletes twenty-one years of age and older. While the moderate use of alcohol containing beverages is not prohibited for persons twenty-one years of age and older, any misuse of alcohol, including violations of the law while intoxicated, may result in corrective actions.
- e. UGAAA drug test panel may include EtG: a biomarker for alcohol. The EtG test is sensitive to the presence of any alcohol, even low-levels, and can detect alcohol in the urine several days after consumption. Any student-athletes under the age of twenty-one who has a positive EtG test will be referred for alcohol counseling and education; however, this will **not** be considered the same as a positive drug test and a violation of the substance abuse policy. Any student-athletes over the age of twenty-one who has a positive EtG test at a level of concern for alcohol abuse will be referred for alcohol counseling and education; however, this will **not** be considered the same as a positive drug test and a violation of the substance abuse policy.
- f. Alcohol Restrictions Involving Student-Athletes. Alcoholic beverages of any kind will not be served to student-athletes at functions (team gatherings, awards banquets, etc.) hosted by the University of Georgia Athletic Association or any of its staff members, alumni and/or booster clubs. There should be no alcoholic beverages of any kind served at functions attended solely by student-athletes in the company of their coaches and/or athletic department staff members.
- g. Coaches involved in recruiting of student-athletes should ensure that student-athletes are aware of the "University of Georgia Athletic Association Substance Abuse Policy." Additionally, alcoholic beverages are not to be used during the recruitment process of any prospective student-athlete. Alcohol consumption is prohibited by recruits and absolutely no alcoholic beverages can be provided for recruits during any official or unofficial visits to the campus.

Marijuana and Synthetic Marijuana: Marijuana contains the active ingredient THC. Marijuana use is linked to anxiety and panic reactions, respiratory damage, short-term memory impairment and a decreased focus on goals and personal achievement. Marijuana is illegal in Georgia and its use is banned by UGAAA and the NCAA and can result in loss of eligibility. **Synthetic marijuana** is a psychoactive herbal and chemical product which, when consumed, mimics the effects of cannabis. It is best known by the brand names K2 and Spice, both of which have largely become genericized trademarks used to refer to any synthetic cannabis product. The psychological effects are similar to those of marijuana, but stronger in some cases, and include paranoia, panic attacks and giddiness. Physiological effects include increased heart rate and blood pressure. There have been reported deaths by overdose. Synthetic

marijuana is illegal in Georgia and it was classified as a controlled substance by the Drug Enforcement Agency in 2011. Synthetic marijuana used is banned by UGAAA and the NCAA and can result in loss of eligibility.

Stimulants: This group of drugs includes cocaine, amphetamines, and a wide variety of chemicals, ranging from ephedrine to amphetamines. Cocaine can contribute to agitation, elevated heart rate and increased blood pressure; toxic levels can result in respiratory failure and sudden cardiac arrest. Stimulant abuse can cause anxiety, panic, paranoia and delusions. Stimulant use during exercise can contribute to increased body temperature and dehydration. Stimulant use is banned by UGAAA and the NCAA and can result in loss of eligibility.

Misuse/Illegal use of Prescription Drugs: When a person takes a legal prescription medication for a purpose other than the reason it was prescribed, or when that person takes a drug not prescribed to him or her, that is misuse of a drug. Misuse can include taking a drug in a manner or at a dose that was not recommended by a physician or other health care professional licensed to write prescriptions. In order to take prescription drugs, the student-athlete must have a current, valid prescription from a physician or other health care professional licensed to write prescriptions. Use of prescription drugs (e.g. amphetamines, barbiturates, benzodiazepines, opiate analgesics, etc.) without a current, valid prescription is against the law. At no time should prescription medications ever be handled by coaches or athletic personnel outside of medical staff.

Performance Enhancing Drugs (anabolic steroids, growth hormone, etc.): The student-athlete's desire to be successful can lead to the use of performance enhancing drugs to attain goals. Such drugs give a student-athlete unfair advantage, are coercive, and their use constitutes cheating. These drugs also have significant adverse side effects which could be harmful to the student-athlete. Anabolic steroids are synthetic versions of the male hormone testosterone. Steroid use changes the body's hormonal balance, exaggerating male sex characteristics, and can contribute to increased acne, mood swings, secondary sex characteristic changes and violent behavior. Long term use has been implicated in organ damage. All anabolic steroids, as well as diuretics and other masking agents, are banned by UGAAA and the NCAA and can result in loss of eligibility.

Tobacco Products: UGAAA discourages student-athletes from smoking tobacco in any form not only from a potential health risk, but also from the fact that tobacco use may adversely affect athletic performance. Tobacco contains nicotine, a stimulant, and a multitude of damaging chemicals. Smoking damages lung tissue and reduces lung capacity. Student-athletes are not permitted to smoke in any University of Georgia or UGAAA facility or at any official university function.

Smokeless Tobacco: UGAAA discourages student-athletes from the use of smokeless tobacco for numerous health reasons. Smokeless tobacco use contributes to inflammation of soft tissue in the mouth and raises the risk of oral cancer. Tobacco use in all forms is prohibited by the NCAA and UGAAA during practice and competition by student-athletes and coaches and may result in ejection.

Over-the-Counter Medications and Nutritional Supplements: Student-athletes should be warned that many over-the-counter medications (cough and cold medicines, anti-histamines, etc.) may contain chemicals that are banned by the UGAAA and the NCAA. The use of these medications by the student-athlete may result in a positive drug test and be punishable as outlined by this policy and the NCAA. Therefore, student-athletes should take caution when using these medications or nutritional supplements without making sure of their ingredients or if they are banned. The student-athlete should check with the Head Team Physician before taking such substances. Nutritional supplements (vitamins, amino acids, weight-gain products) may also contain substances banned by UGAAA and the NCAA. These products are not controlled by the Food and Drug Administration and therefore may not be pure, or contain substances not identified on the label. The student-athlete is solely responsible for what the student-athlete ingests and should make certain that those substances will not result in a possible failed drug test. The student-athlete should check with the Head Team Physician, the Director of Sports Nutrition and/or the sports medicine staff before taking such substances.

A student-athlete who is observed in the act of misuse/illegal use of drugs or alcohol, or is observed demonstrating the effects of misuse/illegal use of drugs or alcohol, by a UGAAA employee, university employee (e.g. resident hall staff) or law enforcement officer may be subject to drug testing and/or treated as a violation of the substance abuse policy. A UGAAA employee who observes a student-athlete in the act of or demonstrating the effects of misuse/illegal use of drugs or alcohol use must report this as soon as possible to the Senior Associate Athletic Director – Sports Medicine, Assistant Athletic Director - Sports Medicine, or Head Team Physician. A confidential meeting will be held with the student-athlete to determine appropriate course of action with recommendations from the Substance Abuse Treatment Team.

Warning: Be aware that many over-the-counter medications, prescription medications, and nutritional supplements may be banned by the NCAA, IOC or USOC and may cause a drug test to be positive. Do not take any medications or nutritional supplements without first checking with the UGAAA sports medicine staff and strength and conditioning staff.

SUBSTANCE ABUSE EDUCATION POLICY

UGAAA considers education to be an important part of the Policy. New student-athletes will participate in a "Concepts of Health, Wellness, and Safety" education program through UGAAA during their first academic session. Each student-athlete will receive written copies of the policies and testing guidelines and will sign drug testing consent forms for both organizations. At the beginning of each academic semester, each student-athlete will be provided a review of both the National Collegiate Athletic Association (NCAA) and UGAAA drug policies and testing guidelines. A presentation on the medical/legal aspects of drug abuse will also be conducted. Educational in-services will be offered to student-athletes and athletic staff throughout the year. Emphasis will be placed on illicit drug use, use of performance enhancing drugs (PEDs), and misuse/illegal use of prescription medications. All UGAAA personnel, particularly head coaches, should cooperate in making sufficient time available during team meetings for presentations and lectures. The drug education program will be reviewed and updated as necessary.

DRUG TESTING PROCEDURE GUIDELINES

1. All student-athletes (including cheerleading) are subject to drug testing. This includes scholarship and non-scholarship student-athletes, red-shirts, medical red-shirts, medical disqualifications, student-athletes who are academically ineligible, student-athletes who have exhausted athletic eligibility but are still receiving financial aid and using other athletic related services.
2. All student-athletes will be required to sign a consent form (Appendix C) as a condition of athletic eligibility giving UGAAA permission to conduct a test at any time.
3. Student-athletes may be notified in advance of drug testing and provided information on the time and site of the scheduled test. The student-athlete will complete a form in the presence of the athletic training staff disclosing all medications (prescription and/or over-the-counter) and dietary supplements that he or she is taking.
4. Under this policy, no notice testing is permissible.
5. Failure or refusal to appear for a scheduled drug test will be treated as a positive test.
6. The student-athlete will report at the scheduled check-in time and location. The student-athlete should bring their University of Georgia student ID to the collection station or have their identification verified to the sample collection crew by UGAAA staff. The student-athlete will then be released to the custody of the sample collection crew.
7. A collector of the same gender will observe the collection of urine samples. Each collector will be trained in appropriate collection techniques by the certified laboratory. Each individual sample will be coded to protect confidentiality.
8. The standard drug testing panel will include common drugs of abuse such as marijuana, synthetic marijuana, amphetamines/methamphetamines (including Ecstasy, Eve, MDA, PMA), opiates/opioids (including OxyContin®, Lortab®, Percocet®, Vicodin®, and others), cocaine/crack, barbiturates, and benzodiazepines. The drug testing panel may also include Ethyl Glucuronide (EtG) and performance enhancing compounds, such as anabolic steroids, stimulants (including ephedrine), diuretics, beta blockers, narcotics, and banned or impermissible nutritional supplements.
9. Urine samples will be processed using Enzyme Immunoassay testing methods. All “positives” will be confirmed through Gas Chromatography/ Mass Spectrometry testing methods. Chain of custody procedures will be followed from collection to notification of UGAAA.
10. The Substance Abuse Policy Administrator will be notified by the certified laboratory of positive test results.

TYPES OF TESTING

Pre-Participation Physical Examination: Each student-athlete in every intercollegiate sport is subject to drug testing during the pre-participation physical. All new student-athletes (freshmen, transfers, mid-year enrollees) will be drug tested at the time of their pre-participation physical examination or within 14 days of their arrival on campus. Any new student-athlete who has a positive drug test as a part of the entry pre-participation physical exam will be placed into the “Medical Amnesty” program. Participation by the student-athlete in the “Medical Amnesty Program” due to a positive drug test as part of the entry pre-participation physical exam will not be considered a first offense under the Substance Abuse Policy.

Random: Throughout the school year, random drug testing will be performed on a regular basis. With random testing, student-athletes will be selected for testing from a current sports team roster. Student-athletes attending summer sessions, or who are not enrolled in summer school but participate in supervised on-campus off-season conditioning programs, are also subject to random drug testing. Other methods of selection include entire teams, or teams of individuals who may be in a position to qualify for post-season conference or NCAA championship competition. Under this policy, no notice testing is permissible. Every student-athlete will be tested, at a minimum, once each year.

Reasonable Suspicion: Any student-athlete participating in the intercollegiate athletic program is subject to reasonable suspicion drug testing if there is reason to believe they may be using banned substances. Reasonable suspicion includes, but is not limited to, the following:

- a. Current or past involvement with the criminal justice system for drug or alcohol related activities
- b. Prior treatment for drug or alcohol problems
- c. Admission of a current drug or alcohol problem
- d. Prior positive test for any banned substances
- e. Physiological signs of possible impairment from drugs or alcohol
- f. A pattern of aberrant behavior (e.g. increase/decrease in weight in a short period of time, increase in absence from class or athletic activities, increase in injury rate, mood swings, etc.).

Any UGAAA employee concerned with a particular student-athlete should express this information confidentially to either the Senior Associate Athletic Director - Sports Medicine, Assistant Athletic Director - Sports Medicine, or Head Team Physician. These individuals are available to all athletic association personnel to explain further the signs that may point to the need for reasonable suspicion testing. Athletic association personnel in a position to recognize such signs (coaches, athletic trainers, strength and conditioning specialists, academic counselors, etc.) should participate in continuing education conducted by medical personnel to review common signs and symptoms associated with drug and alcohol abuse.

NOTIFICATION OF STUDENT-ATHLETE

The student-athlete will be notified in person by the athletic training staff of a scheduled random drug test. At the time of notification, the student-athlete is required to complete a drug testing notification form, acknowledging notification and verifying the date, time

and location of the test. A witness may accompany the athlete to the collection station.

SPECIMEN COLLECTION MANIPULATION OR ADULTERATION

Any attempt to substitute, manipulate, adulterate or intentionally dilute a urine specimen will be treated as a positive drug test. Manipulation refers to the use of any product, including excessive water consumption, used for the purpose of providing a dilute urine sample or substitution of a urine sample. Adulteration refers to the use or attempted use of any chemical or product (including water) added directly to the urine sample for the purpose of interfering with the testing procedures used to identify the presence of drugs.

CLASSIFICATION OF A POSITIVE DRUG TEST

Specimens are analyzed by a laboratory accredited by the United States Department of Health and Human Services Substance Abuse and Mental Health Services Administration (SAMHSA). If a student-athlete tests positive, their medical record will be reviewed at that time to determine whether any medications (prescription and/or over-the-counter) or dietary supplement may have caused the positive test. In this event, the Substance Abuse Program Administrator and Senior Associate Athletic Director - Sports Medicine and/or Assistant Athletic Director – Sports Medicine will consult with the appropriate personnel (prescribing physician, toxicologist) to confirm whether the use of the medication or dietary supplement was appropriate and used properly in the correct dosage. If so, this would be considered a “medical exception”. Absent a medical exception, the test is considered positive. If possible, testing is quantified in order to ascertain the exact amount of the prohibited substance in the student’s urine. The student-athlete will continue to be tested on a regular basis until testing negative for the prohibited substance on two sequential urine samples, or as often as deemed necessary by the substance abuse treatment team. If during follow-up testing the quantitative result indicates an increased amount of prohibited substance the student will be subjected to the remedial guidelines for the second or third offense, as applicable. A forensic toxicologist may be utilized as a technical resource to clarify any questions pertinent to the follow-up positive test result. Positive test results will be sent directly to the Substance Abuse Program Administrator by encrypted e-mail to a secure computer site.

CONFIDENTIALITY

Maintaining confidentiality is a critical factor for an effective substance abuse policy. The Family Educational Rights and Privacy Act (FERPA) and the Health Insurance Portability and Accountability Act of 1996 (HIPAA) protect the privacy and security of student education records and individual health information from disclosures. No UGAAA employees or any individual associated with the substance abuse program is permitted to disclose or allude publicly to any information acquired in their capacity, whether or not it relates to identified student-athletes, individual teams, or the athletic association, unless required by court proceeding, following legal protocol. Employees who improperly release such information are subject to discipline up to and including termination of employment.

SUBSTANCE ABUSE TREATMENT TEAM

1. The substance abuse treatment team is a multi-disciplinary group consisting of the Head Team Physician, Substance Abuse Program Administrator, Senior Associate Athletic Director – Sports Medicine, Assistant Athletic Director of Sports Medicine, Mental Health and Performance Coordinator, and appropriate substance abuse professionals (which may include counselors, social workers, psychologists, and physicians). The substance abuse treatment team, under the direction of the Head Team Physician, will determine whether the student-athlete is unfit to participate in athletics and should be admitted for inpatient (hospitalized) or outpatient (without hospitalization) treatment. Counseling sessions may be provided at the expense of the athletic association; however, any student-athlete missing a scheduled counseling session is required to pay for that session at the current patient charge. The frequency and duration of counseling sessions will be determined by substance abuse counselor(s).
2. Student-athletes who abuse drugs or alcohol may require long term counseling and/or in-patient comprehensive care to help them deal with their problem. Financial responsibilities must be determined prior to any form of long-term counseling (including semester breaks when counseling is to be continued off campus), intensive-out-patient program, in-patient therapy, or hospitalization. The student-athlete or his or her parent(s) or guardian may be responsible for these costs.

Substance Abuse Policy Offense Guidelines

Guidelines are based upon whether the positive drug test, alcohol violation, or substance abuse policy violation is a first, second, or third offense. Substance abuse offenses are cumulative throughout a student-athlete’s period of eligibility. With any substance abuse policy offense, the student-athlete will meet with the substance abuse counselor(s) and sign a written contract acknowledging the violation and consequences. A copy of the contract will be given to the student-athlete and shared with the parent/guardian. An NCAA positive drug test will count as an institutional positive test. Any exceptions to the Substance Abuse Policy Guidelines must be approved by the Director of Athletics on a case by case basis based upon the recommendation of the substance abuse treatment team.

Substance Abuse Policy Guidelines: First Offense

1. The following individuals will be notified:
 - a. Substance Abuse Policy Administrator will notify the Senior Associate Athletic Director – Sports Medicine and/or the Assistant Athletic Director - Sports Medicine, who in turn will notify the Director of Athletics, the Deputy Athletic Director, Executive Associate Athletic Director-Compliance, Head Team Physician, Mental Health and Performance Coordinator, appropriate substance abuse counselor(s), Head Coach of student-athlete, the student-athlete and their parents/guardian. The athletic trainer assigned to the student-athletes’ sport may also be notified, if medically

appropriate. Assistant coach(es) may be informed at the discretion of the Head Sport Coach.

- b. All UGAAA employees notified regarding a substance abuse issue involving a student-athlete will be required to sign a confidentiality agreement.
2. Medical staff will meet with the student-athlete privately to discuss the substance abuse from a medical perspective and any concerns prior. A drug toxicologist may be utilized as a technical resource to clarify any questions.
3. The Director of Athletics, Deputy Director of Athletics/Senior Woman Administration, Executive Associate Athletic Director-Compliance, Head Sport Coach, Senior Associate Athletic Director – Sports Medicine and/or Assistant Athletic Director – Sports Medicine will discuss the positive test. The substance abuse treatment team will be consulted to provide recommendations for appropriate care.
4. The student-athlete may be required to undergo examination by the Head Team Physician and/or other medical specialists as deemed appropriate in order to receive medical clearance prior to returning to any athletic activity, whether practice, competition, strength and conditioning activities or off-season training.
5. The student-athlete will attend substance abuse counseling and evaluation sessions; the frequency and duration of sessions will be determined by substance abuse counselor(s). The student-athlete will sign a written contract with the substance abuse counselor(s) acknowledging the violation and consequences. A copy of the contract will be given to the student-athlete and shared with the parent/guardian. Following completion of the sessions, the student-athlete will schedule a meeting with the Senior Associate Athletic Director – Sports Medicine and/or the Assistant Athletic Director – Sports Medicine, Mental Health and Performance Coordinator, and the Head Sport Coach. The student-athlete will present a plan on how to avoid future substance abuse issues.
6. The student-athlete will be monitored with drug testing on a regular basis until a) testing is negative for the prohibited substance on two sequential urine samples and b) the substance abuse treatment team determines the need to discontinue the drug test monitoring program.
7. The student-athlete will be suspended from competition during the athletic season for no less than 10% of the total sport season.
8. The Director of Athletics and Head Sport Coach, in consultation with the appropriate medical and legal authorities, will review the case and determine whether the scholarship (if applicable) should be continued and/or if the student-athlete may remain a member of the sport team.

Substance Abuse Policy Guidelines: Second Offense

1. The following individuals will be notified:
 - a. Substance Abuse Policy Administrator will notify the Senior Associate Athletic Director – Sports Medicine and/or the Assistant Athletic Director - Sports Medicine, who in turn will notify the Director of Athletics, the Deputy Athletic Director/ Senior Woman Administration, Executive Associate Athletic Director-Compliance, Head Team Physician, Mental Health and Performance Coordinator, appropriate substance abuse counselor(s), Head Coach of student-athlete, the student-athlete and their parents/guardian. The athletic trainer assigned to the student-athletes' sport may also be notified, if medically appropriate. Assistant coach(es) may be informed at the discretion of the Head Sport Coach.
 - b. All UGAAA employees notified regarding a substance abuse issue involving a student-athlete will be required to sign a confidentiality agreement.
2. Medical staff will meet with the student-athlete privately to discuss the substance abuse from a medical perspective and any concerns prior. A drug toxicologist may be utilized as a technical resource to clarify any questions.
3. The Director of Athletics, Deputy Director of Athletics/ Senior Woman Administration, Executive Associate Athletic Director-Compliance, Head Sport Coach, Senior Associate Athletic Director – Sports Medicine and/or Assistant Athletic Director – Sports Medicine will discuss the positive test. The substance abuse treatment team will be consulted to provide recommendations for appropriate care.
4. The student-athlete may be required to undergo examination by the Head Team Physician and/or other medical specialists as deemed appropriate in order to receive medical clearance prior to returning to any athletic activity, whether practice, competition, strength and conditioning activities or off-season training.
5. The student-athlete will attend substance abuse counseling and evaluation sessions; the frequency and duration of sessions will be determined by substance abuse counselor(s). The student-athlete will sign a written contract with the substance abuse counselor(s) acknowledging the violation and consequences. A copy of the contract will be given to the student-athlete and shared with the parent/guardian. Following completion of the sessions, the student-athlete will schedule a meeting with the Senior Associate Athletic Director – Sports Medicine and/or the Assistant Athletic Director – Sports Medicine, Mental Health and Performance Coordinator, and the Head Sport Coach. The student-athlete will present a plan on how to avoid future substance abuse issues.
6. The student-athlete will be monitored with drug testing on a regular basis until a) testing is negative for the prohibited substance on two sequential urine samples and b) the substance abuse treatment team determines the need to discontinue the drug test monitoring program.
7. The student-athlete will be suspended from competition during the athletic season for no less than 30% of the total sport season.
8. The Director of Athletics and Head Sport Coach, in consultation with the appropriate medical and legal authorities, will review the case and determine whether the scholarship (if applicable) should be continued and/or if the student-athlete may remain a member of the sport team. The Director of Athletics, Deputy Director of Athletics/ Senior Woman Administration, Executive Associate Athletic Director-Compliance, Head Sport Coach, Executive Associate Athletic Director – Sports Medicine and/or Assistant Athletic Director – Sports Medicine will discuss the positive test. The substance abuse treatment team will be

consulted to provide recommendations for appropriate care.

Substance Abuse Policy Guidelines: Third Offense

1. The student-athlete will be permanently suspended, and scholarship (if applicable) will be terminated, consistent with all university, conference and NCAA rules and regulations.

SUSPENSION FROM COMPETITION

If suspension is determined for the student-athlete by the Director of Athletics and Head Sport Coach, the suspension must be served immediately and in successive competitions. The suspension is for sanctioned athletic contests (e.g. scrimmages, summer athletic tours, etc. shall not be counted as game suspensions). The suspension percentage number calculated will be rounded to the nearest whole number. A suspension cannot be served concurrently with an injury or illness. If the suspension occurs during the season and the length of the remaining season, which includes post-season competition, is not sufficient to carry out the entire suspension, the remainder of the suspension will carry over until the next sport regular season. Student-athletes under competition suspension shall not dress in uniform during their suspension. Any exceptions related to dressing for competition will be determined by the Director of Athletics in consultation with the Head Coach. Under no circumstances will confidential information regarding a student-athlete be publicly disclosed.

APPEAL PROCESS

Student athletes who have a positive drug test may, within seventy-two hours following receipt of notice of the positive test, contest the finding. Upon the student-athlete's request for additional testing of the sample, the Senior Associate Athletic Director – Sports Medicine will formally request the SAMHSA certified laboratory to re-analyze to reconfirm the original positive finding. The student-athlete may choose to be present (traveling at their own expense) for the re-analysis at the laboratory. If the student-athlete does not wish to be present but desires to be represented, arrangements will be made for a surrogate to attend. The student-athlete or surrogate will attest to the sample number prior to the laboratory conducting the re-analysis. The student-athlete or surrogate will not be involved with any other aspect of the analysis of the specimen. Re-analysis findings will be final. If the re-analysis test is negative, the first drug test will be considered negative.

Student-athletes who test positive under the terms of the UGAAA Substance Abuse Policy are entitled to and may request a hearing with the Appeals Committee prior to the imposition of any sanction. The Appeals Committee will be chaired by the Senior Associate Athletic Director – Sports Medicine and composed of the Director of Athletics (or designee), the Deputy Athletic Director, Executive Associate Athletic Director-Compliance, Head Team Physician, Substance Abuse Policy Administrator and the appropriate substance abuse counselor(s). Requests for such a hearing must be made within seventy-two hours of notification of a positive test result.

The student-athlete may appeal either the finding of the presence of prohibited substance, or the sanction imposed as a result of a positive finding. The appeal of the positive test results must be based upon either evidence of procedural error or evidence which refutes the positive finding. The appeal of the sanction imposed as a result of a positive finding must be based on evidence of procedural error, evidence which refutes the positive finding, or evidence that the sanction imposed is unreasonable, harsh, or inappropriate.

The student-athlete may have an advocate or other representative present. However, the student-athlete must present his or her own case. The meeting should take place no more than seventy-two (72) hours after the written request is received. Either the student-athlete or the other parties involved may request an extension of time to the Director of Athletics, who will consider whether to grant the extension upon a showing of good cause. The appeal hearing will consist of a review of all available evidence related to the initial finding as well as new evidence or documentation provided by the student-athlete. These proceedings shall include an opportunity for the student-athlete to present evidence, as well as to review the results of the positive drug test. The proceedings shall be confidential. The Appeals Committee may affirm the initial finding or sanction, reverse the initial finding or sanction or recommend an alternative sanction. The alternative sanction recommended by the Appeal Committee may not be harsher than the initial sanction. A written copy of the appeal decision will be provided to the student-athlete and the Athletic Department within five (5) working days of the appeal. The decision by the Appeals Committee regarding the sanction to be imposed shall be final.

POLICY REGARDING SELF-REFERRAL OF SUBSTANCE ABUSE PROBLEM: "MEDICAL AMNESTY PROGRAM"

UGAAA understands that there may be circumstances where a student-athlete believes that they may have a problem with or suffer from an addiction to drugs and/or alcohol and that they may wish to obtain help in overcoming this addiction. Because the athlete is seeking to make a lifestyle change and help themselves, it is the policy of UGAAA to assist the student-athlete in this process. A student-athlete may self-refer to any member of the substance abuse treatment team for voluntary evaluation and counseling. Individuals utilizing the "Medical Amnesty Program" will be referred to and assessed by trained professionals in order to determine the severity of the problem and subsequently make recommendations for treatment.

Self-referral to "Medical Amnesty Program" can only be made one time during the student-athlete's career and cannot be used while actively undergoing treatment for an existing substance abuse violation. If the student-athlete tests positive for a banned substance upon entering the "Medical Amnesty Program," that positive test will not result in any administrative sanction. The Head Team Physician may suspend the student-athlete from competition or practice if medically indicated. A student-athlete will be permitted to remain in the "Medical Amnesty" program, as determined by the treatment plan. While in compliance with the "Medical Amnesty" treatment plan, the student-athlete will not be included in the list of student-athletes eligible for random drug testing by UGAAA. Students in the "Medical Amnesty" treatment plan may be selected for drug testing by the NCAA.

UGAAA will work with the student-athlete to prepare a treatment plan, which will include confidential drug testing. The student-athlete must satisfactorily complete the prescribed treatment program recommended by the substance abuse treatment team. Upon official release from the treatment program, the student-athlete will be once again subject to random drug testing and the substance abuse policy.

No one other than the substance abuse treatment team will be aware of the student-athletes self-referral. Parents/guardians, the Director of Athletics and Head Sport Coach may only be informed of the student's participation in the "Medical Amnesty" treatment plan with the student-athlete's permission.

If a student-athlete tests positive on a second test for any banned substance after entering the "Medical Amnesty Program," or fails to comply with the treatment plan, the student-athlete may be removed from the "Medical Amnesty Program." Voluntary participation by the student-athlete in the "Medical Amnesty Program" will be not be considered a first offense under the Substance Abuse Policy.

GOOD SAMARITAN POLICY

The health and safety of student-athletes is our primary concern. Individuals should not be reluctant to seek medical attention in alcohol and drug related emergencies out of fear that they may face sanctions related to possessing or consuming alcohol or drugs. The threat of punitive policies should not cause hesitation during confusing and stressful situations. Because these emergencies are potentially life threatening, The Good Samaritan Policy is designed to ensure that people are able to stay alive and receive help when they are in trouble.

When someone is in danger, a student-athlete should not hesitate to call 9-1-1 and contact a UGAAA staff member. UGAAA will not impose disciplinary sanctions on the caller or on the impaired student(s) if timely action is taken to alert emergency personnel. Student-athletes who seek medical help for themselves or for fellow students suffering from an emergency related to alcohol or other drugs will be protected from UGAAA sanctions for violating substance abuse policies. UGAAA will provide medical assistance to student-athletes whose health is at risk due to excessive consumption of alcohol and/or drug abuse. Student-athletes should be aware that the UGAAA Good Samaritan Policy may not prevent action by local and state authorities, although both Georgia law and the University Student *Code of Conduct* contain medical amnesty provisions that may apply.

THERAPEUTIC USE EXEMPTION

In some situations, an athlete may have an illnesses or condition that requires the use of medication listed on either the NCAA or World Anti-Doping Agency's (WADA) Prohibited List. The NCAA and USADA can grant a Therapeutic Use Exemption (TUE) to maintain compliance. The TUE application process is thorough and designed to balance the need to provide athletes access to critical medication while protecting the rights of clean athletes to compete on a level playing field. The TUE application process must be completed in advance of any drug testing. If you have any concerns regarding whether a medication you are taking is legal within NCAA or WADA/USADA prohibited list, or if you are in the WADA/USADA testing pool and are taking any medications, please follow up with sports medicine staff to see if you should complete a TUE application.

For Additional Information:

- Contact a member of UGAAA Sports Medicine or Mental Health and Performance Staff with questions regarding drug testing, education and counseling or questions regarding medications or nutritional supplements.
- The NCAA provides access to the Drug Free Sport Axis Website. The Drug Free Axis Website is a free, confidential source of information available to all involved with NCAA athletics to inquire whether specific dietary supplements or other substances contain NCAA banned ingredients. To access site, go to www.dfsaxis.com. NCAA Drug Free Sport Axis username is NCAA Division I and password is ncaal.
- For questions related to IOC or USOC drug testing guidelines, call the USADA Drug Reference Line at 1-800-233-0393.
- Contact UGAAA Mental Health and Performance Coordinator Lovie Tabron; (c) 706-725-9369; ltabron@sports.uga.edu.

UGAAA MENTAL HEALTH AND PERFORMANCE

The goal of UGAAA Mental Health and Performance is to blend with the UGA Athletic Association's team of professionals helping student-athletes to live happily and promote overall health and performance both as students and athletes. This is achieved while also working at the team and administrative levels to create and maintain positive, caring, and productive environments in which student-athletes live, learn, and work.

Starting conversations about mental health needs can be extremely difficult. When an athlete has an injury at practice, they seek the athletic trainer for recovery options. Mental health concerns and recovery should be sought the same way. Our in-house Mental Health and Performance team, in conjunction with Piedmont Athens Regional Medical Center is readily available to help student-athletes explore treatment options. The Mental Health and Performance Department is housed in the Stegeman coliseum on the 4th floor at the end of the hall. If you have concerns about yourself or someone else: <https://thegeorgiaway.com/online-referral/>; Someone from Mental Health and Performance will reach out within 24 hours.

RECOGNITION AND REFERRAL OF STUDENT-ATHLETES WITH PSYCHOLOGICAL CONCERNS

Mental health issues are a critical issue in collegiate sport. Collegiate student-athletes face many of the same mental health risk factors as their non-athlete peers. However, their role as student-athletes may expose them to an additional set of risk factors. These risk factors can take the form of direct stressors (e.g., time demands, performance pressures, coaching style), interactions with others

in their environment that encourage risk behaviors and discourage help seeking, harassment and discrimination related to personal characteristics such as race/ethnicity or sexual orientation. Stakeholders in the sport environment, including coaches, medical staff, administrators and teammates, play an important role in mitigating these risk factors through prevention and screening programs and interactions that encourage and support help seeking.

BEHAVIORS TO MONITOR THAT MAY REFLECT PSYCHOLOGICAL CONCERNS:

In many cases, UGAAA personnel have the trust of the student-athlete and are people the student-athlete turns to for advice or assistance during times of crisis. Psychological concerns can develop and produce a level of dysfunction, moving the student-athlete away from his or her baseline of well-being. Changes in mood and mental state can affect student-athletes and require further attention by sports medicine personnel. The behaviors to monitor listed below are not an all-inclusive list but rather symptoms that may reflect a psychological concern in a student-athlete.

- Changes in eating and sleeping habits
- Unexplained weight loss or gain
- Drug or alcohol abuse
- Gambling issues
- Withdrawing from social contact
- Decreased interest in activities that have been enjoyable or taking up risky behavior
- Talking about death, dying, or “going away”
- Loss of emotion or sudden changes of emotion within a short period of time
- Problems concentrating, focusing, or remembering
- Frequent complaints of fatigue, illness, or being injured that prevent participation
- Unexplained wounds or deliberate self-harm
- Becoming more irritable or having problems managing anger
- Irresponsibility, lying
- Legal problems, fighting, difficulty with authority
- All-or-nothing thinking
- Negative self-talk
- Feeling out of control
- Mood swings
- Excessive worry or fear
- Agitation or irritability
- Shaking, trembling
- Gastrointestinal complaints, headaches
- Overuse injuries, unresolved injuries, or continually being injured

PRE-PARTICIPATION EXAMINATION: MENTAL HEALTH CONCERNS

The pre-participation physical examination is an optimal time to ask about a history of mental health problems. Any affirmative answers to the mental health screenings of the pre-participation physical examination should be brought to the attention of the Mental Health and Performance Team, so that he or she may discuss them with the student-athlete and determine if any follow-up evaluation, care, or medication is required.

MENTAL HEALTH AND PERFORMANCE PROVIDERS

Having a Mental Health and Performance Team in athletics to address the psychological concerns of student-athletes is critical. UGAAA utilizes a variety of trained individuals, including a team psychiatrist and team physicians, certified athletic trainers, Piedmont Athens Regional Medical Center (PARMC) staff (social workers and psychiatrists), community-based mental health care professionals (sports psychologists, clinical psychologists and psychiatrists, counselors in specialty areas such as substance abuse, eating disorders and anger management), and ministerial support through Team United. If a student-athlete is felt to be in distress, they should immediately be referred to the Mental Health and Performance Team for evaluation by a trained mental health care professional. In the case of an on-campus emergency please notify the clinic phone number below, and campus police should be notified. Additionally, the student-athlete may be transported at any time with a mental health emergency to Piedmont Athens Regional Medical Center for psychological evaluation, treatment, and referral as indicated and appropriate.

Mental Health and Performance Referrals:

Clinic Phone: 706-224-7941

<https://thegeorgiaway.com/online-referral/>

National Suicide Hotline: 1-800-273-8255

Advantage Statewide Crisis Line: 1-800-715-4255

APPROACHING THE STUDENT-ATHLETE WITH A POTENTIAL PSYCHOLOGICAL CONCERN

Approaching a student-athlete with a concern about his or her mental well-being can be a challenging experience. It is important to have the facts correct, with context, relative to the behavior of concern, before arranging a private meeting with the student-athlete.

The conversation should focus on the student-athlete as a person, not as an athlete. Empathetic listening and encouraging the student-athlete to talk about what is happening are essential.

Persuading the student-athlete to consider a mental health evaluation can be challenging, given the stigma that is still attached to receiving mental health care.

REFERRAL FOR MENTAL HEALTH EVALUATION

Any student-athlete who has a life altering event, a stressor, a surgery or a significant time-loss non-surgical injury or illness, should be offered a referral by their athletic trainer or the student-athlete may choose to refer him/herself to a mental health professional for evaluation. If the student-athlete agrees to undergo psychological evaluation, he or she should be referred as soon as possible to a mental health care professional. If the student-athlete refuses referral and the athletic trainer considers that mental health evaluation is necessary, it will be pursued.

CONFIDENTIALITY

The question of informing the student-athlete's parents/guardians or coaches inevitably arises. For a student-athlete under the age of 18, parents/guardians must be notified. Student-athletes of legal age can elect to notify. The mental health providers are legally required to inform student-athletes about confidentiality issues. When the student-athlete is referred to community-based mental health care professionals and may use medical insurance, he or she should be informed that parents or guardians will receive notification of the mental health care. This form is to be used if there is a cause for concern with a student-athlete's mental wellness: <https://thegeorgiaway.com/online-referral/>.

REFERENCES:

- Inter-Association Recommendations in Developing a Plan for Recognition and Referral of Student-Athletes with Psychological Concerns at the Collegiate Level
- Mind, Body and Sport: Understanding and Supporting Student-Athlete Mental Wellness; NCAA Publication; 2014; <http://www.ncaapublications.com/productdownloads/MindBodySport.pdf>
- Safe and Secure; <http://safeandsecure.uga.edu/>
- 2014-15 NCAA Sports Medicine Handbook; NCAA Publication; 2014; <http://www.ncaapublications.com/p-4374-2014-15-ncaa-sports-medicine-handbook.aspx>

UGAA COMPLIANCE POLICY STATEMENT

The University of Georgia Athletic Association is committed and obligated to the principle of institutional control in operating its athletics program in a manner that is consistent with the letter and the spirit of NCAA, Conference and University rules and regulations. Each individual involved in intercollegiate athletics (including student-athletes) is obligated to maintain competency in knowledge of the rules; to act within his or her realm of responsibility in full compliance with the governing legislation; and to report any violation of NCAA, conference and /or institutional rules of which he or she is aware.

In responding to rule violations, the Association will look at such factors as to whether the violation is intentional, whether any advantage is gained (e.g., recruiting, competitive or for the student-athlete involved), whether a student-athlete's eligibility is affected and whether violations are recurring. The Association's goals in responding will be to encourage communication, to seek consistency and accountability and, above all, send a strong message that the Association is unequivocally committed to rules compliance.

RESPONDING TO POTENTIAL INFRACTIONS

- A. Sound and thorough investigative procedures are crucial to the success of a compliance program. Communication between the Athletic Director, Faculty Athletic Representative and the Compliance Office serves as the foundation for the program's ultimate success.
- B. The University's position on infractions is clear - prevent them by applying comprehensive education and monitoring programs. However, if an infraction does occur, athletic staff members, including coaches and student-athletes have a responsibility to report all known and suspected infractions to the Deputy Athletic Director for Compliance (DADC), AD or FAR. Each year, all coaches and designated staff members are required to review and sign the NCAA Certification of Compliance form. In signing the statement, athletic association staff members represent to the University president that the student-athlete reported any and all violations of NCAA legislation that they are aware of.
- C. The DADC serves as the initial focal point for all matters involving potential infractions. Accordingly, the DADC, after receiving initial information regarding a potential infraction, shall conduct a preliminary review of the matter.
- D. If the DADC determines that the matter involves a potential Level III or IV infraction, the DADC (or his designee) conduct a full investigation of the matter, determine what institutional action is warranted, and report any infractions to the SEC and NCAA. The EAADC and shall provide a quarterly report findings of all infractions reported to the NCAA or SEC to the Athletic Director and University General Counsel.
- E. If the DADC determines that the matter involves a potential Level I or II infraction, the EAADC shall immediately report the matter to the AD and University General Counsel. After conferring and assessing the DADC's findings, a decision will be made to determine what additional actions are warranted. The AD and/or University General Counsel will inform the President

of the inquiry and decisions for additional actions.

STUDENT-ATHLETE APPEARANCES AT SPECIAL EVENTS AND FUNCTIONS

(All-Star Contests/Recognition Dinners, Etc.)

When University of Georgia student-athletes are honored for their individual athletic or academic performances or are invited to participate in special events or functions as a representative of the University of Georgia, the student-athlete will be expected to clearly understand the following:

1. All appearances should be reported for approval by the Director of Life Skills, Robert Miles (rmiles@sports.uga.edu).
2. That the student-athlete represents himself/herself, their family, hometown, and the University of Georgia.
3. That the student-athlete will be present at the prescribed location at the appropriate time.
4. That the student-athlete will conduct himself/herself in a manner that properly reflects the ideals of the individual, family, and the University of Georgia.
5. That the student-athlete will abide by all rules and regulations of the event.
6. That the ultimate value is not only determined by the student-athlete's performance in the playing arena, but is also affected by the student-athlete's conduct and dependability when out of the arena.
7. Each student-athlete will be asked to sign a statement agreeing to abide by the preceding guidelines.
8. Coaches should ensure that their student-athletes report their proposed participation to the Director of Life Skills.

POLICY FOR SELLING STUDENT ATHLETE AWARDS

A student-athlete shall not sell any item received for intercollegiate athletics participation or exchange or assign such an item for another item of value, even if the student-athlete's name or picture does not appear on the item received for intercollegiate athletics participation.

MEDIA RELATIONS

The Sports Communications Department offers the news media assistance in covering the University's intercollegiate athletic program. The staff makes every effort to work cooperatively with state, regional, and national media outlets.

Georgia fans are interested in you, and during your athletic career you may be called upon to interact with the media. This is an opportunity to develop and refine your communication skills which can be beneficial in the classroom, with your fellow athletes, and in future business and professional careers.

You have a responsibility to the University, your coaches, and your teammates to have a positive relationship with the media. Since this is a learning experience for most of you, the following hints may provide some guidance in developing a successful relationship:

1. Student-athletes have a responsibility to the University of Georgia, your coaches, and teammates by cooperating with the news media. The Georgia fans and fans from your hometowns are interested in your intercollegiate experience.
2. The opportunity to deal with the press is a learning experience in developing communication skills which can be helpful not only during your intercollegiate experience, but in future professional and business careers.
3. Never agree to a telephone interview unless the arrangements have been coordinated by the sports information office or you are acquainted with the person. This will permit you to avoid contact with unauthorized persons who may attempt to gain and use information for gambling purposes.
4. The press is not your enemy; in fact, they are your friends if you handle them properly and take the initiative with them during your interview.
5. You may be asked the same questions over and over again, but members of the media cannot all be there at the same time. Have patience.
6. Be on time for scheduled interviews or in returning phone calls arranged by the sports information office personnel. If you encounter problems with the scheduled interview or phone call, notify any member of the sports information staff. Never be a "no show".
7. You are not obliged to answer a question if you do not feel comfortable with it. A proper response could always be "I'd rather not discuss that subject at this time," or "I'd prefer not to make a comment on that question at this time."
8. Always feel free to talk with the sports communications director if you are uncomfortable with the questions, answers, or general tone of an interview.
9. If you perform well and are interviewed, what you say and what you do at the time will stay with you for the rest of your life. It will shape the perception that people have of you for the same period. Use good judgment.
10. Remember you are in a team sport. Always be respectful of your opponents both before and after the game; give proper credit to your teammates and coaches.
11. Think through every question you are asked and be sure what you say won't embarrass another player or coach.
12. At times, you may be asked about a topic that is "family business." Remember that questions personal in nature may be things that should best remain within the "team family."

SOCIAL MEDIA

The University of Georgia Athletic Association supports student-athletes' use of social media such as Facebook, Twitter, and Instagram in a constructive and positive manner. While you have the right to express opinions outside of your participation in athletics, you should remember that many members of the public view you as a representative of the University of Georgia and the UGA Athletic Association at all times. Therefore, your social media activity reflects not only on yourself, but your team, your coaching staff, and the University of Georgia.

In any situation in which you are acting as a representative of the Athletic Association or holding yourself out as a UGA student-athlete, you may be subject to program discipline based on materials and statements posted online. For example, you may be subject to program discipline for social media activity that violates team rules; includes derogatory or defamatory language about others; reveals confidential team information; constitutes a credible threat of serious physical or emotional injury or creates a serious danger to another person; describes or depicts unlawful conduct, including assault, abuse, hazing, harassment, or discrimination; solicits the sale, possession, or use of illegal or banned substances; or otherwise constitutes conduct that is illegal or otherwise prohibited by NCAA, SEC, or University policies or rules.

Any questions regarding these policies and procedures should be directed to Darlene Camacho, Senior Associate Athletic Director for Strategic Communications, at: dfc@uga.edu or 706-542-9103.

ETHICS AND SPORTSMANSHIP STANDARDS

The NCAA and its member institutions subscribe to the principle that intercollegiate athletics is an important part of higher education. The highest possible standard of personal conduct by those who administer and participate is expected.

While each sport has rules which address good sportsmanship in various ways and while those specific rules will be annually reviewed by each head coach with their team, all UGA student-athletes are expected to abide by the following standards of conduct:

- No student-athlete or institutional representative will attempt to incite by word or sign a demonstration by spectators.
- No student-athlete or institutional representative will incite a fight among opponents or employ unnecessary violence during an athletic contest.
- No student-athlete or institutional representative shall threaten or physically intimidate game officials.
- No student-athlete or institutional representative shall use vulgar language that will in any manner insult or degrade opposing participants, coaches, officials or spectators.

The University of Georgia, as a member of the National Collegiate Athletic Association and Southeastern Conference, subscribes to all policies established to regulate appropriate behavior. Accordingly, student-athletes or institutional representatives not complying with these policies are subject to appropriate disciplinary action including possible suspension and loss of financial aid.

RECRUITING BEHAVIOR

The University of Georgia Athletic Association, in its role as a recruiter of quality student-athletes, is committed to recruiting policies that foster high standards of behavior during the recruiting process. First and foremost, staff, coaches, student-athlete hosts and recruits will follow and be guided by NCAA recruiting regulations, but will also be accountable for applicable aspects of the University's *Code of Conduct* for all students.

The following actions are prohibited by the University of Georgia's Student *Code of Conduct* and should be a guideline for appropriate behavior for recruits while visiting the University of Georgia:

- Alcohol and Other Drug Related Misconduct Georgia law prohibits possession or consumption of alcoholic by those under the legal drinking age and prohibits making alcoholic beverages available to persons under the legal drinking age. Providing or facilitating the use, possession or distribution of narcotics or other illegal controlled substances.
- Disorderly Conduct Engaging in conduct that causes or provokes a disturbance that disrupts or infringes upon the rights, privacy or privileges of another person. Physical or verbal abuse, threats, intimidation, harassment or conduct that endangers the health or safety of another person.
- Gambling Conducting, organizing, or participating in any activity involving games of chance or gambling not permitted by law. (NCAA rules prohibit all gambling activities involving collegiate athletics)
- Theft, Damage and Disregard for Property Taking or attempting to take, or keep items of University property, or items belonging to students, staff, guests of the University. Malicious or unwarranted damage or destruction of items of University property.
- Hazing is defined as any intentional, negligent or reckless action, activity or situation that causes another pain, embarrassment, ridicule or harassment, regardless of the individual's willingness to participate.

Other past, publicized activities on other campuses during official visits which have been deemed as inappropriate behavior include: use of sex as a recruiting tool, frequenting strip clubs, utilizing a fake ID, and excessive entertainment and meals.

Bottom line, not every situation a student-athlete or recruit may encounter can be anticipated in a written document. Therefore student-athletes and recruits are expected to act in a manner that demonstrates integrity and respect for others and the campus

environment.

Student-athletes may be asked to host recruits during campus visits and agree to follow the behavior guidelines described above. Failure to adhere to the behavior guidelines could be met with penalties.

GAMBLING

The NCAA establishes specific guidelines for both staff members and student-athletes regarding gambling activities. Staff members and student-athletes shall NOT:

- a) Provide information to individuals involved in organized gambling activities concerning intercollegiate athletics competition
- b) Solicit a bet on any intercollegiate team
- c) Accept a bet on any team representing the institution
- d) Solicit or accept a bet on any intercollegiate competition for any item (e.g., cash, shirt, dinner) that has tangible value.
- e) Participate in any gambling activity that involved intercollegiate athletic or professional athletics, through a bookmaker, a parlay card or any other method employed by organized gambling

Both student-athletes and staff members who are found in violation of the above are subject to the following sanctions:

- Student-athletes: “shall be ineligible for further intercollegiate competition, subject to appeal”.
- Staff members: are subject to disciplinary action to include separation.

As a student-athlete, professional gamblers may approach you in order to determine “inside information”. As a team member you may be a valuable source of information regarding a player’s mental and physical condition. You can also be approached about your helping to “affect win-loss margins (point shaving) or about the possibility of affecting the ultimate outcome of a contest (throwing the game). Organized gamblers in organized crime may attempt to bribe you by offering you gifts and money.

BE AWARE: You could be jeopardizing your career and even your life. Your participation in gambling or bribes in any manner can result in your prosecution by Federal, State or local law officials.

IMPORTANT: Report any of these activities to your head coach or to the Associate Athletic Director for Compliance. Do not jeopardize your career or life by taking a bribe or placing a bet!

AGENT PROGRAM

The University of Georgia takes pride in the accomplishments of its student-athletes, both academically and athletically. The Athletic Association (UGAAA) understands that some athletes will have an opportunity to compete at the next level as a professional and the UGAAA believes it has both a responsibility and has made a commitment to provide information and support in attaining student-athletes’ post collegiate goals.

A student-athlete’s success also depends on their understanding of Georgia State law, NCAA rules, and institutional policies that govern amateurism, agents, and disability insurance.

I. POINTS OF CONTACT

The Deputy Athletic Director for Compliance has the primary responsibility for coordinating these programs. Educational programs are provided which assist players, parents, and coaches. A head coach is also an excellent source of information and coaches work closely with the Athletic Director in charge to offer as much information as possible during the important transition period.

II. NCAA RULES REGARDING AGENTS & AMATEURISM ISSUES

A student-athlete, their family and friends may not accept anything of value from an agent without jeopardizing their eligibility. Gifts of value include, but are not limited to:

- Transportation
- Meals
- Money
- Jewelry
- Automobile
- Entertainment
- Free/reduced services of any kind

A student-athlete cannot agree orally or in writing to be represented by an agent any time prior to the completion of the student-athlete’s eligibility, except in the sport of basketball when specific NCAA Bylaws are satisfied and the student-athlete receives prior approval from the UGAAA Compliance Office.

It is permissible to talk to agents prior to exhausting one’s eligibility, however, if a student-athlete is accused of any wrongdoing and cannot prove otherwise, the student-athlete will be held out of competition during any investigation. Suspension is normally

imposed until further information can determine if accusations are valid. This action is taken to avoid the potential forfeiture of games and/or revenue of contests in which the ineligible player participates.

III. GEORGIA STATE LAWS

Agents must register with the State Regulatory Commission and they are required to post a surety bond. No sports agent may contact a student-athlete, either directly or indirectly, or otherwise engage in agent activities with UGA student-athletes without first registering with the State of Georgia.

Penalties for violating state laws are felonies incurring fines no less than \$5,000 and no more than \$100,000 or by imprisonment from 1 to 5 years, or both. In 2003 the State added new language, which holds student-athletes responsible for breaking the law as well. Inappropriate activities can result in prosecution by the State of Georgia.

IV. DISABILITY INSURANCE

Disability Insurance is available in certain instances and is a means of protecting a student-athlete's future earning potential. Typically, a student-athlete must be a projected first or second round draft candidate in order to be eligible for disability insurance. Olympic sports athletes need to be a premiere standout in their sport.

TRANSFERRING AND TRANSFER APPEALS

Student-athletes who wish to speak with other four-year institutions about transferring must first submit an electronic written request notice of intent to transfer to the Compliance Office (via online form at <https://compliance.sports.uga.edu/notification-of-intent-to-transfer>) and confirm that their information has been entered into the NCAA national transfer database. Upon receipt of the written request from the student-athlete (date received/entered), the Compliance Office will communicate with the head coach and sport administrator and will enter the student-athlete's information into the national transfer database within two business days (by 5 pm at the end of the second full business day after receipt of the notice of intent to transfer). It is strongly recommended that a student-athlete speak to their head coach prior to submitting a written notice of intent to transfer.

Generally, permission to utilize services and facilities will not be denied for providing written notice of intent to transfer or transferring. However, each individual circumstance will be reviewed on an individual basis by senior athletic administration to determine access to services and facilities. Any denials or restrictions to utilize services or facilities will be considered and finalized by the Athletic Director. The decision will be provided to the student-athlete in writing within 7 business days of receipt of the student-athlete's written notification of transfer.

ACADEMIC ACHIEVEMENT AWARD POLICY

The University of Georgia Athletics Association will provide all UGA student-athletes, irrespective of athletics aid status, an academic achievement award after completing at least one regular academic term of full-time enrollment at UGA and satisfying the eligibility criteria below. Academic achievement awards will be disbursed each fall and spring in amounts up to \$2,990. UGAA may provide student-athletes with such education-related benefits in the form of academic achievement awards, up to a maximum of \$5,980 per year, under NCAA rules.

GENERAL ELIGIBILITY CRITERIA

I. ACADEMIC ELIGIBILITY

Student-athletes must be academically eligible for competition at the beginning of the term in which the award is disbursed to receive an academic achievement award. A student-athlete who graduated at the end of the previous academic term meets the academic eligibility requirement to receive the award but see *Continuing Enrollment at UGA and Clarifications for Student-Athletes Who Graduate from UGA* for information related to continuing enrollment requirements.

II. ATHLETIC ELIBILITY

Student-athletes must have been athletically eligible for competition in their sport (*i.e.*, satisfied seasons of competition rule and five-year rule) and listed as an active team member on that team's squad list (*e.g.*, not "M", "EE", etc...) during the immediately preceding regular academic term. Transfer student-athletes serving an academic year in residence at UGA may receive an academic achievement award after their initial semester at UGA, if they satisfy all General Eligibility Criteria.

III. CONTINUING ENROLLMENT AT UGA

Student-athletes must be enrolled full-time at UGA during the fifth week of the term in which the award is disbursed (or the institutional census date, if earlier) to receive an academic achievement award based on their academic status and performance up to that point. For example, a student-athlete must be enrolled full-time at UGAA on February 7 for the Spring 2022 term to receive an academic achievement award during the Spring 2022 term.

II. CLARIFICATIONS FOR STUDENT-ATHLETES WHO GRADUATE FROM UGA

A student-athlete who graduates at the end of a term (or immediately following summer term) and exhausts athletic eligibility during that term may receive an academic achievement award disbursed during the following term, regardless of whether the student-athlete continues enrollment at UGA.

II. COMPLIANCE WITH MISSED CLASS TIME POLICIES

Student-athletes must comply with UGA's missed class time policies relating to academic achievement awards.

EXCEPTIONS TO ELIGIBILITY CRITERIA

I. STUDENT-ATHLETES WHO FOREGO REMAINING NCAA ELIGIBILITY

A student-athlete who foregoes remaining NCAA eligibility to legitimately pursue a professional athletics career shall receive an academic achievement award if the student-athlete met academic and athletic eligibility requirements (even though the student-athlete did not continue enrollment at UGA). For example, a student-athlete who foregoes remaining NCAA eligibility to enter a professional draft in Spring 2022 may receive an academic achievement award disbursed during the Spring 2022 term if the student-athlete met the academic and athletic eligibility requirements contained in this policy.

II. EXCEPTIONS FOR EXTENUATING CIRCUMSTANCES

Student-athletes who do not satisfy the eligibility criteria for an academic achievement award due to extenuating circumstances beyond their control (*e.g.*, medical disqualification, illness) may request an exception to the policy from the academic achievement award committee. All requests will be reviewed on a case-by-case basis.

Please note that the UGA's academic achievement policy is subject to change. For questions regarding the policy, please contact Glada Horvat or Rhonda Kilpatrick (Football) with the UGA Athletic Department Compliance Office.