University of Iowa Student Athlete Code of Conduct
Rights and Responsibilities

Preamble

Student athletic programs are a longstanding and valued component of the University of Iowa. Participation in such programs by student athletes, coaches, and other support personnel is governed by policies and procedures promulgated by the National Collegiate Athletic Association (NCAA), the Big Ten Conference (Big Ten), the University of Iowa, and the Board of Regents, State of Iowa. These policies and procedures are designed to promote integrity in all aspects of athletic programs.

Beyond simple adherence to policies and procedures, officials at the University and Department of Athletics expect participants in athletics to uphold the higher principles and values that underlie any and all specific policies and procedures. These values should be held in common by all involved in athletics. This Code of Conduct reaffirms the fundamental values of athletics, and reminds members of the University community that conduct inconsistent with these values will not be tolerated.

The Department of Athletics has explicated a set of Values and Commitments. Among these, and pertinent to a code of conduct, are the following:

Education and enrichment of the student athlete – The department values competitive athletic and academic experiences that foster self-esteem, a sense of responsibility, effective communication skills, and an appreciation for life-long learning.

Integrity in all aspects of behavior – The highest level of excellence and integrity shall characterize every aspect of policy, performance and programs in the department. All participants in the department shall be expected to exemplify impeccable integrity, be they student athletes, coaching staff, administrative professionals or support staff.

Respect for the individual – The department values diversity in its people, whether that diversity is expressed by heritage, race, belief, age, sexual orientation, gender, disability, or veteran status and recognizes the need to work as a team while valuing each individual’s self-worth.

The following Code of Conduct is intended to complement, not replace, conduct rules that your sport team has adopted, including consequences for violating those team rules. It is also intended to complement rules and procedures set forth in the Student Athlete Handbook, Department of Athletics substance abuse policies and recruiting guidelines.

I. Rights of Student Athletes at the University of Iowa
Your teammates, coaches, and the Department of Athletics have the obligation to respect your rights as a student athlete. Among these are the following:

As a student athlete, you are entitled to a climate of respect and support for your educational endeavors. Consistent with relevant intercollegiate athletic policies, you are entitled to reasonable and appropriate academic accommodation to meet competition and training schedules. You shall be provided with academic support to enable you to fully meet your potential.

As a student athlete, you are entitled to limit your training time and regimen in accordance with relevant NCAA rules, and may not be pressured to perform extra training or athletic obligations in violation of these rules.

As a student athlete, you are entitled to respectful treatment from your coaches: coaches must clearly communicate expectations to their teams; coaches should maintain an environment of open communication that enables student athletes to communicate concerns; coaches shall avoid verbal or physical conduct that is disrespectful, demeaning, derogatory, or harmful.

As a student athlete, you are entitled to an environment that is free from social coercion, and that respects racial, ethnic, cultural, gender identity, sexual orientation, and religious differences. You should never be made to believe that your ability to play is contingent upon your participating in any social or religious activity.

As a student athlete, you are entitled to fair, equal, and consistent treatment from your coaches and the Department of Athletics in disciplinary matters. Your coaches and the Department of Athletics are subject to the University Operations Manual and the Athletics Discipline and Grievance Procedures outlined in the Student Athlete Handbook.

As a student athlete, you have the right to take any concern to an appropriate person or group. If you believe that one of your above-described rights has been violated, you may do any of the following:

1. You may talk with your coach and/or your sport administrator;
2. You may talk with another administrator in the Department of Athletics including the Associate Athletics Director for Student Services and Compliance, the Senior Woman Athletics Administrator, and the Director of Athletics;
3. You may consult with the University Ombudspersons and the Director of Equal Opportunity and Diversity;
4. You may consult with the Faculty Athletics Representative (FAR); or
5. You may appeal to the Presidential Committee on Athletics (PCA) and to the President through grievance procedures available to you in the Student Athlete Handbook.

You may involve your parents or legal guardians and legal representative in any of these conversations if that is your wish.

II. Responsibilities of Student Athletes
Your ability to participate in intercollegiate sports is a privilege that carries many responsibilities. Among these are the following:

As a student athlete, you represent the University and are expected to conduct yourself in a lawful manner at all times. You are expected to be respectful of your coaches, team members, students and staff of the University community, officials, spectators, and the larger community.

As a student athlete, you are expected to engage in sports-like conduct towards team members, competitors, and officials at all times.

As a student athlete, you are expected to comply with all duly promulgated Department of Athletics policies and rules.

As a student athlete, you may not engage in hazing.

Hazing is defined as any intentional, knowing, or reckless acts by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in any organization whose members are or include students at an educational institution. Such an organization or group includes any athletic team.

Hazing includes but is not limited to any type of
- Physical abuse;
- Physical activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student;
- Activity involving the consumption of food, liquid, alcoholic beverage, drug or other substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student; and
- Activity that intimidates or threatens the student with ostracism, or that subjects the student to extreme mental stress, shame, or humiliation.

As a student athlete, you may not engage in hazing regardless of the person’s willingness to participate.

The prohibition on hazing is elaborated in the Student Athlete Handbook. Under some circumstances, hazing conduct may also be prohibited by the criminal laws of the State of Iowa.

As a student athlete, you may not engage in sexual misconduct.

Sexual misconduct occurs when you engage in sexual relations with a person who has not given consent to engage in sexual relations. Sexual misconduct also occurs when you engage in sexual relations with a person who is too young by law to give consent, or is unconscious, intoxicated, or otherwise incapable of giving legal consent to engage in sexual relations. Sexual relations includes sexual intercourse, oral or anal sex, or touching of a sexual nature.
Student athletes should recognize that the use of alcohol and/or drugs, by themselves or other persons, impairs judgment and is often associated with circumstances of sexual misconduct.

Student athletes should avoid situations in which they, teammates, recruits, or any other person are placed in sexually uncomfortable or exploitative conditions.

Student athletes should avoid situations in which sexual relations may pose a risk to the health and wellbeing of themselves or others or may be emotionally damaging.

As a student athlete, you must abide by University and Department of Athletics rules concerning alcohol and drug use, including substances covered by the Substance Abuse Education and Testing Program. These are elaborated in the Student Athlete Handbook.

As a student athlete, you must abide by general university rules of conduct. A general university conduct rule is a rule or regulation of the University of Iowa, any of its colleges, schools, or departments, or the Board of Regents, State of Iowa applicable to conduct of students who are enrolled at the University of Iowa. This term includes established policies on sexual harassment and academic dishonesty. It also includes other university policies including, but not limited to, those dealing with residence hall issues, gambling, use of alcohol and drugs, and violence. As students, student athletes are responsible to adhere to the University of Iowa Policies and Regulations Affecting Students, including the Code of Student Life, Student Disciplinary Procedures, Sexual Harassment Policy, Policy on Violence and any successor codes of conduct promulgated by the University that is in effect at the time.

III. Policies on Misconduct

A determination that a student athlete has engaged in misconduct will result in consequences to the ability of the student athlete to fully participate in the University intercollegiate program. Such consequences may include warning, reprimand, the imposition of probation or other conditions, suspension from practice, suspension from competition, and dismissal from all participation in the University of Iowa intercollegiate athletics program. Sanctions imposed pursuant to the following procedures shall be consistent with the policies set forth in the NCAA rules and University rules, Student Athlete Handbook, and Substance Abuse Education and Testing Program.

In order to clarify the consequences of misconduct, the Code considers two types of misconduct, one type that is defined as “Category I” and a second that is defined as “Category II.”

A. Category I Misconduct

Any of the following acts by a student athlete is Category I misconduct.

• Violation of a criminal law that is classified as a felony by the State of Iowa;
• Serious violation of a court-imposed term of probation or other condition;
• Serious violation of a term of probation or other condition imposed by the Department of Athletics;
• Two or more instances of Category II misconduct (defined on page 6 of this document) within a 12 month period that the Director of Athletics, in consultation with the President, determines is a substantial lack of compliance with the Code of Conduct.

A student athlete is determined to have committed Category I misconduct when

• The student athlete is convicted of, does not contest (e.g., a guilty or nolo contendere plea) or receives a deferred judgment for a crime that is a felony;
• The student athlete is found by a court to have violated a term of probation or other condition and the Director of Athletics, in consultation with the President, determines that the conduct represents a substantial lack of compliance with the Code of Conduct;
• The student athlete is determined by the Director of Athletics to have violated a term of probation or other condition and the Director of Athletics, in consultation with the President, determines that the conduct represents a substantial lack of compliance with the Code of Conduct;
• An appropriate university or civil authority decides the student athlete has committed Category II misconduct (defined on page 6 of this document) and the Director of Athletics, in consultation with the President, determines that this is the student athlete’s second such violation within 12 months, and that the student athlete’s conduct represents a substantial lack of compliance with the Code of Conduct;
• The student athlete acknowledges responsibility to the Director of Athletics or other appropriate university official for having engaged in conduct that is Category I misconduct.

Before making a determination that a student has violated a term of probation or other condition or engaged in Category I misconduct, the Director shall notify the student athlete of the charge or charges under consideration and provide the student athlete with the opportunity to meet with the Director to explain the circumstances and submit a written statement. The Director may consult with appropriate University officials as part of this process.

Preliminary Action: The Director of Athletics, in his or her discretion, is authorized to take preliminary action temporarily suspending a student athlete from participation in practice or competition and/or access to athletic department services when the Director of Athletics has verified that felony charges have been filed against a student athlete or when there is a reasonable basis from available specific and credible information (e.g., arrest records, statements of law enforcement officers, university records, third-party or witness statements or acknowledgement by the student athlete) for believing that a student athlete may have committed Category I misconduct.

Sanctions for Category I Misconduct:
• When a student athlete has been determined to be responsible for a felony crime, the Director of Athletics shall suspend the student athlete from participation in
practice, competition, and/or from receiving services provided by the Department of Athletics.

- When a student athlete has been determined to be responsible for a non-felony Category I violation, the Director of Athletics, in consultation with the President and FAR, may suspend the student athlete from participation in practice, competition, and/or services provided by the Department of Athletics.

**Termination of scholarship benefits:** In addition, the Director of Athletics may pursue revocation or modification of athletically-related financial aid as a consequence of any and all Category I misconduct. Any action to revoke or modify athletically-related financial aid will be in accordance with NCAA procedures and University procedures as outlined in the Student Athlete Handbook.

**B. Category II Misconduct**

Any of the following acts by a student athlete is Category II misconduct.

- Violation of a criminal law that is not classified as a felony by the State of Iowa, including laws pertaining to alcohol (e.g., OWI, PAULA);
- Violation of probation or other requirement previously imposed by (i) a court in a criminal proceeding or (ii) a University official or Athletics administrator that does not constitute Category I misconduct;
- Violation of a duly promulgated policy of the Department of Athletics, including the responsibilities listed at the beginning of this Code of Conduct not constituting Category I misconduct;
- Violation of University rules, including:
  - The University Code of Student Life;
  - Academic dishonesty in violation of university, college, school or department standards;
  - Violation of a general University conduct regulation such that the Director of Athletics reasonably believes interferes with the interest of another student, visitor to the University, or university employee in educational opportunities, peaceful enjoyment of resident, physical security, or terms of conditions of employment at the University; or
  - Knowingly giving false and malicious information to a University official.

A student athlete is determined to have committed Category II misconduct when

- The student athlete is convicted of, does not contest (e.g., a guilty or nolo contendere plea) or receives deferred judgment for a crime that is not a felony;
- The student athlete is found by a court to have violated a term of probation or other condition and the conduct underlying the violation of probation or other condition does not constitute Category I misconduct;
• The student athlete is determined by the Director of Athletics to have violated a term of probation or other condition and the conduct underlying the violation of probation or other condition does not constitute Category I misconduct;
• A University official or hearing body (including a college standards committee with respect to cases of academic dishonesty) has determined in accordance with official procedures that the student athlete has violated a university or college regulation;
• The student athlete acknowledges responsibility to the Director of Athletics or other appropriate university official for having engaged in conduct that is Category II misconduct; or
• The Director of Athletics determines from specific and credible information that there is a reasonable basis for concluding that the student athlete has committed Category II misconduct.

Before making a determination that a student athlete has violated a term of probation or other condition or engaged in Category II misconduct, the Director shall notify the student athlete of the charge or charges under consideration and provide the student athlete with the opportunity to meet with the Director to explain the circumstances and submit a written statement. The Director may consult with appropriate University officials as part of this process.

Sanctions for Category II Misconduct: When a student athlete has been determined to be responsible for Category II misconduct, the Director of Athletics shall determine the appropriate sanction. The Director shall consult with the student athlete’s coach and sport administrator, and may consult with the President and FAR for recommendations. In determining the sanctions for Category II misconduct, the Director shall consider any aggravating or mitigating circumstances affecting the student athlete.

Sanctions for Category II misconduct include but are not limited to: warning, reprimand, probation with or without conditions, requirements for restitution, conditions to encourage personal rehabilitation such as counseling and community service, conditions related to satisfactory academic performance, suspension from practice, suspension from competition, and suspension from access to departmental services.

C. Notice and Appeal

The Director of Athletics shall notify the student athlete, in writing, of any decision taken pursuant to an allegation of misconduct under this Code of Conduct. If a sanction is imposed, the Director of Athletics shall include in the written notice to the student athlete a description of the appeal procedures available.

A student athlete who has been suspended from participation in practice, competition, and/or services provided by the Department of Athletics shall be provided the opportunity to appeal the decision consistent with grievance procedures explained in the Student Athlete Handbook. Pursuant to these procedures, a student athlete may contest on appeal:
• A determination of responsibility made by the Director of Athletics;
• The sanction imposed by the Director of Athletics.
Pursuant to these procedures, a student athlete may not contest on appeal:
• Any underlying determination of responsibility rendered by a court or other civil authority; or
• Any underlying determination of responsibility rendered by a university official or hearing body in accordance with official procedures.
However, other appeal processes may be used.

If there is a substantial change in circumstances affecting a student athlete who has been suspended from participation, the student athlete may petition the Director of Athletics to review the changed circumstances. The student athlete may submit a written statement in support of the request. The Director of Athletics shall consult with the President, FAR, and others as may be designated by the President, on whether the suspension should be modified. Dismissal or reduction of a criminal charge is a change of circumstance that may or may not justify revision of the suspension. If circumstances warrant a change in suspension, a student athlete may be reinstated by the Director of Athletics to participation in practice, competition, and/or services provided by the Department of Athletics after approval by the President.

IV. Dismissal

The student athlete may be dismissed from all elements of participation in intercollegiate athletics when the Director of Athletics, in consultation with the coach, the FAR, the Chair of the PCA, and the President (or others he or she may designate), determines that either the severity or the frequency of the misconduct necessitates the dismissal. A student athlete who has been dismissed from participation in practice, competition, and/or services provided by the Department of Athletics shall be provided the opportunity to appeal the decision consistent with grievance procedures explained in the Student Athlete Handbook.

V. Additional procedural clarifications

Notification

The Director of Athletics will notify the President (or others he or she may designate) and FAR when there is probable cause to believe a student athlete has engaged in Category I misconduct, and consult with the President (or his or her designee) as required by the procedures under Category I misconduct. The Director of Athletics will notify the President, FAR and Chair of the PCA when a student athlete has been determined to be responsible for any violation and of any sanction imposed under this Code.

Records

Records of the misconduct and actions taken will be maintained in the student athlete’s file within the Office of the Associate Athletics Director for Student Services and
Compliance. All records are protected for confidentiality under federal, state, and University regulations.

Public Notice

In cases where a public announcement is made, unless the student athlete specifically consents to the release of additional information, the announcement shall be limited to information relating to the student athlete’s eligibility for participating in competition in the future at the University, information of a public nature, and information that does not constitute a student athlete record entitled to privacy under federal, state or University regulations.

Review of Policy

This policy will be reviewed within three years after the latest revisions are implemented and revised as appropriate. This policy is subject to review at any other time deemed necessary by the President, the Director of Athletics, or the General Counsel.