



**PRESIDENTIAL COMMITTEE  
ON ATHLETICS' OPERATIONS  
MANUAL**

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## **STATEMENT OF ASPIRATION**

The University of Iowa is committed to a philosophy of firm institutional control of athletics, to the unquestioned academic and financial integrity of our athletics program, and to the accountability of the Athletics Department to the values and goals befitting higher education.

## **POLICIES OF THE PRESIDENTIAL COMMITTEE ON ATHLETICS**

### **GENERAL POLICIES ON MEMBERSHIP AND ORGANIZATION**

#### **ROLE OF THE COMMITTEE**

The Presidential Committee on Athletics (PCA) is a special, free-standing (Non-Charter) university committee appointed by the University of Iowa President. The role of the PCA is to advise the University President and the Director of Athletics on athletics issues generally, and to recommend policies pertaining to the Athletics Department consistent with the rules and policies of the National Collegiate Athletics Association, the Big Ten Conference, the Board of Regents, and the University of Iowa. In addition to its duty to advise and recommend policies to the University President and Athletics Director, the Committee periodically reports on its activities and on the status of athletics to the faculty, staff, and student constituency organizations at the University of Iowa.

The Committee has adopted the policies and procedures in this Manual. State law, university, National Collegiate Athletic Association (NCAA), and Big Ten Conference policies and procedures supersede any prior or present policies or practices of the Department of Athletics or the PCA. Likewise, when approved by the University President, PCA policies and procedures supersede those of the Department of Athletics within intercollegiate athletics programs at the University of Iowa, however PCA policies may not render a student-athlete ineligible for practice or competition.

Finally, it is the PCA's policy that the Director of Athletics bears primary responsibility for ensuring that the University of Iowa is in compliance with Big Ten and NCAA rules.

#### **MEMBERSHIP**

The membership of the PCA shall consist of 18 voting members appointed by the President, plus five additional non-voting liaison members, also appointed by the President. A majority of the Committee consists of faculty members, with representatives of students, staff, alumni, athletics, and university administration. A majority of faculty members on the Committee shall have their primary appointment in a college that offers an undergraduate degree; remaining faculty members shall have their primary appointments in the graduate college or professional schools.

## **COMPOSITION OF THE PCA**

1. Two-thirds of the PCA consists of faculty members who are eligible for election to or are currently serving in the university Faculty Senate (11 members). Seven faculty members shall have a demonstrated record of undergraduate teaching and a primary appointment in one of the undergraduate colleges (Business, Education, Engineering, Liberal Arts and Sciences, Public Health or Nursing). Four faculty members shall have their primary appointment in the Graduate College or professional schools. Nominations for faculty appointments are submitted to the President by a committee of the Faculty Senate.
2. Two members are alumni, not full-time members of the university faculty or staff. Alumni nominations are submitted to the President via the President of the Alumni Association in consultation with collegiate deans and other units on campus.
3. Two members are staff, via nominees generated by Staff Council.
4. Two members are students. One student nominated by the Iowa Student Athletic Advisory Committee (ISAAC), and the second one nominated by the joint nominations committee of UISG and ECGPS.
5. One or two Faculty Athletic Representatives (with one vote, if more than one).
6. Liaisons to PCA typically include designated representatives from the Office of the President Provost, including the Division of Access, Opportunity, and Diversity, the Office of the Senior Vice President for Finance and Policy, the Office of the Executive Vice President and Provost, the Office of the Vice President for Student Life, and the Athletics Department. These representatives are appointed by the President to facilitate and participate in the work of the Committee.

## **TERMS OF MEMBERS**

Members of the PCA are appointed for a five-year term except for student members, whose terms shall be one year. No person who has served for five years is eligible, upon completion of his or her term, for further service until he or she has been off the PCA for at least six months. The President of the university may waive the provision of the forgoing sentence in the case of the Chair of the PCA, or of the Faculty Athletics Representative. The term of any person selected to fill a vacancy expires on the date which would have been applicable to the person whom he or she succeeded. For continuity and depth of experience within the committee, efforts should be made to stagger terms of appointments.

## **REMOVAL**

Because intercollegiate athletics is a subject in which there is great public interest and calls for members of unusual ability, discretion and judgment, the President, upon request of one-fifth of the members (3) of the PCA, and for reasons which seem adequate, may remove a member from the PCA and cause the vacancy thus created to be filled. The PCA, by three-fourths vote of its members (13), may remove a member for cause and declare the seat vacant.

## **OFFICERS**

The officers of PCA are a Chair (faculty member, appointed by the President after consultation with the President of the Faculty Senate; the Chair serves at the pleasure of the President of the University), and a Vice Chair. The Vice Chair is elected by a vote of PCA members either at the last PCA meeting of the spring semester or the first PCA meeting of the fall semester. A recording secretary will be provided by the Department of Athletics.

## **MEETINGS**

### **Regular Meetings**

The regular meeting is held monthly. No meetings are held in January or July unless a special meeting is called. At least one week of notice should be given for a special meeting. Action may be taken at any regular or special meeting at which a quorum of the faculty members of the PCA is present. Even if a quorum cannot be obtained, action may be taken if action is deemed essential and reasonable attempts have been made to achieve a quorum, but a preferable course of action would be to complete the action in a reasonable time after the meeting through submission of ballots in writing or via an email by all PCA members.

### **Proxy Voting Policy**

Proxy votes are allowed only if the PCA votes at one meeting to allow proxies at a subsequent meeting on a specific issue. The policy's intent is to accommodate individual PCA members who cannot attend a meeting, by allowing all PCA members to vote on critical issues. Authorizing post-meeting ballots submitted in writing or via email is a preferable course of action.

### **Open Meetings**

As confirmed by the university General Counsel's Office in February, 2012, the PCA is no longer legally subject to the Iowa Open Meeting Law ("law"), Chapter 21, *Iowa Code*. The PCA, however, has determined that it is in best interests of the University for PCA to continue to voluntarily comply with the relevant provisions of the Open Meetings Law. Set forth in Appendix B is a summary of the law as it formally applied to the PCA.

## **SEARCH PROCEDURES FOR ATHLETICS DEPARTMENT PERSONNEL**

The PCA will participate in the search process to fill permanent Professional and Scientific (P&S) positions for coaches and athletic trainers, personnel providing academic support services, and policy-making senior administrators in the Athletics Department. The Chair of the PCA will designate a PCA member to serve on search committees for these positions, primarily to participate in on-campus interviews of candidates. If the search is to fill a head coaching position, the Chair will serve personally or designate a member of the Executive Committee to serve on the search committee. The purpose of having PCA members serve on these search committees is to visibly reinforce the PCA's commitment to the integrity of the search process by (1) assuring that

successful job applicants are sensitive to the academic and citizenship responsibilities of Iowa's student-athletes, and (2) assuring that the university's equal opportunity policies are implemented in the search.

In all searches for permanent P&S coaches and athletic trainers, personnel providing academic support services, and policy-making senior administrators, the search process will follow the established and traditional campus-wide search procedures established by the university's Office of Civil Rights Compliance. The PCA is strongly committed to promoting these established and traditional search procedures. PCA supports the goals of these search procedures, which are: (1) to achieve a large and highly qualified pool of candidates, (2) to provide every opportunity to review the qualifications of candidates from a wide variety of backgrounds, and (3) to recruit and hire outstanding candidates to carry forward the key missions of the Athletics Department.

The Presidential Committee on Athletics (PCA) recognizes that student-athletes need coaches who model the importance of academic achievement and who set an appropriate example of academic success as a student-athlete. Thus, the PCA requires that all head coaches and assistant coaches have a bachelor's degree (or international equivalent) at the time of their appointment. Exceptions to this policy may include Assistant Coach positions where completion of a degree was not obtained due to participation in a professional sport prior to the student athlete obtaining a bachelor's degree and must be reported to the PCA and approved by the PCA Academic Achievement Subcommittee in consultation with the Athletics Director - prior to advertising the position vacancy. Any coach whose hire is such as exception is encouraged to obtain the degree within a reasonable timeframe.

When a deviation from the established and traditional search procedures is deemed necessary by the Director of Athletics, a request for an alternative process or a search waiver must be submitted to the university's Office of Civil Rights Compliance. If the request is approved, the Director of Athletics should advise the Chair of the PCA if interviews will be held in which a PCA member will be expected to participate. It is anticipated that requests for an alternative process or a search waiver will be rare and will require compelling reasons to be approved by the university.

[APPROVED CHANGES BY PCA, FEBRUARY, 2024]

### **EXECUTIVE COMMITTEE**

The PCA shall have an Executive Committee. The Executive Committee is composed of the Chair and the Vice Chair of the PCA, the Chairs of the PCA's standing subcommittees, and the Big Ten Faculty Athletics Representative(s). Ex-officio members of the Executive Committee are the Director of Athletics, Deputy Director of Athletics, and President or designee(s). If the Deputy Director of Athletics is not also the Athletics Department Senior Woman Administrator, then the Senior Woman Administrator will also serve as an ex-officio member. Student members of the PCA may not serve on the Executive Committee.

The Executive Committee is advisory to the Chair of the PCA, the Director of Athletics, and the university administration. The Committee will meet with the University President at least once each year, preferably before the start of the academic year. The Committee informs, consults, and makes recommendations to the PCA regarding current and long-range issues and on the results of periodic and special reviews. The Committee undertakes periodic reviews of policies, procedures, governance documents, and internal and external reports; it also considers long-range

planning issues and addresses urgent or emergency issues at such times as consultation with the full PCA is impractical. The Committee will make decisions by vote of its membership on urgent or emergency issues in consultation with the Director of Athletics and the President or designee, with decisions reported to the PCA as soon as possible.

In addition, the Executive Committee bears special responsibilities for reviewing and monitoring the Athletics Department's financial budget and the Department's planning for improvements of its physical facilities. As to both matters, such reviews are focused primarily on the academic interests and well-being of student-athletes; policy and legislative compliance concerns, and the priorities of the university. The Executive Committee will work closely with the Athletics Director to assure the accuracy and timeliness of the information requested from the senior staff members responsible for reporting on financial matters and facilities planning under review.

**FINANCES:** During one of the fall semester PCA meetings of the academic year, the Executive Committee or a subcommittee thereof will meet with the Chief Financial Officer of the Athletics Department to review the budget for the prior fiscal year, examining particularly the budgeted revenues and expenditures versus the actual revenues and actual expenditures. The projected budget for the current fiscal year will also be reported. In this review the Committee will examine budget comparisons with other Big Ten universities and longitudinal data regarding changes in the Athletics Department's budget over time. An oral report of this meeting will be presented to the full PCA at its next meeting, and a summary of this report will be recorded in the PCA minutes. Prior to the final PCA meeting of the academic year, the Executive Committee or a subcommittee thereof will receive a report from the Chief Financial Officer to review the Athletics Department's major changes (>\$100,000 in a program or sport excluding salaries and facilities) in this year's budget.

**FACILITIES PLANNING:** At a fall semester PCA meeting, the Executive Committee or a subcommittee thereof will meet with the senior staff member(s) primarily responsible for planning and carrying out the Department's initiatives for improving its physical facilities. At this meeting the Committee will review the current status of facility projects already under way and those approved but whose commencement is pending. In addition, the Committee will be briefed about any facility projects for which planning may be initiated during the upcoming academic year, and about projected major facilities improvements on the longer term planning horizon. An oral report of this meeting will be presented to the full PCA at its next meeting, and a summary of this report will be recorded in the PCA minutes. The Department will report any new planned new or changes to facilities to the PCA as the planning is developed.

[REVISION APPROVED BY EXECUTIVE COMMITTEE, FEBRUARY 2024]



## **SUBCOMMITTEES**

The PCA shall have three substantive subcommittees: 1) an Academic Achievement Subcommittee, 2) a Policy and Legislative Compliance (PLC) Subcommittee, and 3) a Student-Athlete Well-Being Subcommittee. Their memberships and responsibilities are described below:

### **Academic Achievement Subcommittee**

The principal responsibility of this subcommittee is to ensure that the University of Iowa provides students participating in intercollegiate athletics access to the best possible education, and support to ensure their academic success while they remain enrolled.

The Academic Achievement Subcommittee is composed of faculty members of the PCA: a minimum of three faculty members and one Faculty Athletics Representative to the Big Ten Conference. The subcommittee shall be chaired by a faculty member on the PCA appointed by the Chair of the PCA and shall be responsible to report to the PCA on the subcommittee's activities. The Director of Athletics or their designee shall serve as ex-officio member. In the event the Director of Athletics' designee is not the Associate Athletics Director for Student-Athlete Academic Services, then the Associate Athletics Director for Student-Athlete Academic Services shall also serve as an ex-officio member. A designee from the Office of the Provost shall also serve as an ex-officio member.

To fulfill its responsibility, the subcommittee requests and reviews confidential Department of Athletics data on student-athlete academic progress and achievement, monitors support programs for student athletes, and reports its findings on academic issues to the PCA.

In addition to these duties, the chair of the subcommittee sets the agendas for at least three meetings each semester, reviews proposed competition schedules, reviews student-athlete requests for exceptions to the PCA Missed Class Day policy (See Appendix C) and participates in confidential reviews of students who are reasonably in danger of losing their eligibility due to academic issues.

At a minimum, each academic year the subcommittee must:

- 1) Review most recent graduation rates and APR for student-athletes,
- 2) Review Missed Class Days for teams and individuals,
- 3) Review distribution of student-athlete majors/minors and usage of online courses,
- 4) Interview a group of current student-athletes,
- 5) Monitor academic awards (PCA Medallion, Dean's List, Big Ten, NCAA, Chi Alpha Sigma).

The subcommittee should also periodically review University of Iowa programs that impact student-athletes, including International Student Support Services, the Iowa Link Program, Admissions, Financial Aid, and Academic Advising.

### **PCA Medallion Policy**

The subcommittee is responsible for reviewing the policy for the awarding of the PCA Medallion. The physical medallions are awarded to athletes who achieved academic success. The current criteria for receiving a medallion are:

- 1) Be a current student-athlete on an Athletic Department team roster

2) Achieve 3.0+ term GPA both fall and spring semesters

The PCA Medallion is awarded once per year in the fall and students are recognized twice per year. Athletes may receive the award multiple times, and the color of the medallion reflects their longitudinal undergraduate success. Fifth year students are eligible for the medallion.

[APPROVED BY PCA, MAY 2025]

## **Policy and Legislative Compliance (PLC) Subcommittee**

### **Purpose**

The PLC Subcommittee is charged with reviewing and recommending strategies evidencing the Athletic Department's commitment to and adherence with state, federal, institutional, Big Ten, and NCAA regulations. This charge includes the areas of (1) Title IX; (2) NCAA Annual Attestations; and (3) federal/state laws, regulations, or policies associated with collegiate athletics. The activities are guided by national, state, and university requirements. These activities are performed in conjunction with any efforts from the Athletics Compliance Office.

### **Organization**

The PLC Subcommittee is composed of at least two members of the PCA and one Faculty Representative of the Big Ten Conference. Often it includes one PCA community member. The subcommittee shall be chaired by a member of the PCA appointed by the Chair of the PCA. Ex-officio members shall include a representative of the Office of Civil Rights Compliance (OCRC) and the Director of Athletics or designee. In the event the Director of Athletics' designee is not the department's Senior Woman Administrator, then the Senior Woman Administrator shall also serve as an ex-officio member.

### **Activities**

#### ***Title IX Review***

The PLC Subcommittee is charged with recommending strategies evidencing the Athletics Department's commitment to comply with Title IX. The subcommittee shall operate with a commitment to maintaining existing athletic programs at least at their current high level of excellence. In making recommendations to the PCA, the subcommittee shall consider financial and legal constraints of the university and the State of Iowa as may be applicable. The subcommittee also seeks to effectuate adherence to Big Ten guidelines and evaluates the Athletics Department progress in aspiring to support a welcoming and respectful environment within the Athletics Department.

Annually the PLC Subcommittee will receive reports from the the Athletics Director or designee in the Title IX areas of Participation, Scholarships, and Other Benefits.

Participation: Title IX requires that women and men be provided equitable opportunities to participate in sports. Title IX does not require institutions to offer identical sports; rather, they require participation opportunities in numbers substantially proportionate to their respective full-time undergraduate enrollment. The PLC committee will review the report on roster caps and participation in the fall semester.

Scholarships: Title IX requires that female and male student-athletes receive athletics scholarship dollars proportional to their participation.

Other Benefits: Title IX requires the equal treatment of female and male student-athletes in the provisions of: (a) equipment and supplies; (b) scheduling of games and practice times; (c) travel and daily allowance/per diem; (d) access to tutoring; (e) coaching; (f) locker rooms, practice and competitive facilities; (g) medical and training facilities and services; (h) housing and dining facilities and services; (i) publicity and promotions; (j) support services; and (k) recruitment of student- athletes.

### ***NCAA Attestations***

The NCAA requires the President of the institution and the Director of Athletics to sign several attestations confirming their understanding of and responsibility for complying with various NCAA policies. The attestations are completed on an annual basis and include Campus Sexual Violence, Compliance, and a Periodic Compliance Review. The PLC Committee will review the requirements of each attestation before any signature from the President or Director of Athletics. The PLC will consult with the Athletics Director to determine if the PLC is the appropriate group to review any new or additional NCAA attestations. The PLC Committee will assist as needed with the Compliance Review to be completed every four years.

### ***Other Federal/State Laws***

The PLC will work annually with the Athletics Department leadership to review state and federal laws and regulations pertaining to collegiate athletics. This review may include issues such as NIL, revenue share, or efforts to address student-athlete gambling. In collaboration with the Senior Woman Administrator, the committee chair will determine whether reviews of additional laws or regulations are pertinent to the committee charge. Legal support and consultation is available through the Office of the General Counsel.

### ***Coach Interviews***

The Presidential Committee on Athletics PLC Subcommittee interviews a sample of coaches each semester to ask about Title IX and other legal and regulatory topics.

[APPROVED BY PCA, MAY 2025]

## **Student-Athlete Well-Being Subcommittee**

The Student-Athlete Well-Being Subcommittee provides direction, and advice on all policies and issues regarding the general well-being of student-athletes. The principal responsibility of this subcommittee is to ensure the well-being of University of Iowa student-athletes and to remind all involved that they are first and foremost students. The subcommittee shall be chaired by a PCA member appointed by the Chair of PCA and shall be responsible for reporting to the PCA on the subcommittee's activities. Membership should include: two student-athlete representatives (one male and one female), at least two members from PCA; the Faculty Athletics Representative(s); the Director of Athletics or designee (ex-officio); and a representative of the Office of the Vice President for Student Life (ex-officio).

To fulfill its responsibilities, the subcommittee must:

1. Meet at least once annually with the Iowa Student-Athlete Advisory (ISAAC) Executive Committee or full ISAAC and is otherwise available to hear from student-athlete groups, student-athletes, and other appropriate groups on issues concerning student-athlete well-being;

2. Review information on the medical care, training services, and other wellness programs provided for or available to student-athletes, ensure their accessibility to student-athletes and learn more about the promotion and education of those services;
3. Review policies and practices regarding the sports marketing and public relations expectations for student-athletes, as well as any potential concerns regarding unreasonable media intrusion on the time and privacy of student-athletes;
4. Review the content of PCA policies directly affecting student-athlete well-being, including but not limited to the policies and practices concerning substance abuse and testing, Code of Conduct for Student-Athletes, the Statement of Student-Athlete Rights and Responsibilities, the Social Media Policy, and the Pregnancy and Parenting Policy;
5. Provide an annual end-of-year report to the PCA Chair, reflecting reviews conducted and activities accomplished during the current academic year and scheduled standing reports for inquiry and review in the upcoming year;
6. In coordination with other PCA subcommittees, select topics to review that may affect student-athlete well-being (such as strength and conditioning, sports medicine, nutrition, mental health, etc.).

[APPROVED BY PCA, MAY, 2025]

## **CONTRACT AUTHORITY**

### **General Policy**

The responsibilities of the PCA do not include exercising contracting authority for athletic events, facilities, personnel contracts, or any other matters related to the Department of Athletics programs that may require a contractual arrangement. Contracts, including those entered into by Department of Athletics personnel involving the use of commercial products or services by student-athletes must be approved through the university's established contract authorization procedures.

### **Television Contractual Arrangements**

Contracts for the production, distribution, and marketing of live and delayed broadcasts against non-conference and Big Ten Conference opponents on television, the world-wide web, and other video platforms are entered into by the Big Ten Conference and its Board of Directors. The Council of Presidents and Chancellors constitutes the Board of Directors. This arrangement places the chief executive officers of each Big Ten Conference institution in the decision-making role regarding matters related to live video platforms.

## **PERQUISITE POLICY**

In accordance with Section I-2.8(6)k of the university's Policy Manual, which prohibits preferential treatment of Charter committee members, PCA members shall not expect nor accept gratuities, rewards, or perquisites, including tickets, to any athletic events. Preferential treatment shall not be given to any PCA member by virtue of service on the PCA.

## **Postseason Travel**

For members of the PCA, trips to postseason competition by University of Iowa athletic teams—including the costs of travel, lodging, game tickets, meals, etc.—are perquisites within the meaning of this policy. Therefore, members shall neither expect nor accept such trips by virtue of their service on the Committee. The exception to this policy is that, by invitation from the Office of the President, the Chairperson, or another designated PCA member and guest will be allowed to travel within the official travel party to represent the Committee.

This policy does not preclude a Committee member from inclusion in the official travel party for a University of Iowa postseason competition on the basis of another university role or status or by special invitation from the Office of the President.

## **BOARD OF REGENTS, STATE OF IOWA ATHLETICS POLICY**

### **A. Policy**

Integrity in the administration of intercollegiate athletic programs is one of the highest priorities of the Board of Regents, State of Iowa. In July 1991, the Board of Regents adopted the "one plus three" concept of intercollegiate athletics that asserts presidential control of athletics at all of the institutions, as well as academic integrity, financial integrity and accountability. The Board now provides additional policy emphasis on integrity in athletics by clarifying the Board's position on the consequences for serious infractions of the rules and regulations of the NCAA, athletic conference or institution and adopting a reporting procedure. All violations of NCAA, conference or institutional rules that could result in punitive, corrective or disciplinary action shall be reported to the Board Office. Sanctions, including but not limited to, reprimand, suspension, and/or termination of employment (following due process) shall be given in response to significant violations.

### **B. Procedure**

#### **i. Notification of Possible Violation**

The Board Office shall be notified of all violations that could result in corrective, punitive or disciplinary action by the NCAA, athletic conference or institution. The form of the notification shall be as follows:

- a. If the NCAA has initiated an investigation, a copy of the letter from the NCAA, and a letter of explanation shall be forwarded to the Board Office.
- b. If the institution is self-reporting an alleged violation to the NCAA, a copy of the letter shall be forwarded to the Board Office.
- c. If conference or institutional rules are at issue, the Board shall be notified as soon as a factual basis for the rule violation is known.

The Board Office shall be notified of the nature of the alleged violation; the NCAA, conference, or the institutional rule involved; and the plan for investigating the allegation.

#### **ii. Notification of Status of Investigation**

The institution president is responsible for appropriately and regularly updating the

Board office of the status of investigations.

iii. Notification of Outcome of the University Investigation

The Board Office shall be notified of the outcome of the university's investigation, including its factual conclusions and sanctions (if any) by the institution president. A summary of reports and documents submitted to NCAA, athletic conference or institutional officials shall be provided to the Board Office.

iv. Notification of Outcome of NCAA, Athletic Conference or Institutional Investigation

The Board Office shall be notified of the results of any investigation undertaken by NCAA, athletic conference or institutional officials. This notification shall include the conclusions and sanctions (if any).

v. Annual NCAA report to Board Office

In July of each year, the Regent universities shall submit an annual report of NCAA violations and resolutions for the prior fiscal year.

C. Additional Actions

- i. Clauses shall be included in all coaches and athletic administrators contracts that shall provide that significant violations of NCAA, conference or institutional rules will result in sanctions including, but not be limited to, reprimand, suspension, and/or termination of employment (subject to the Board of Regents procedures in due process).
- ii. In cases where this policy is not followed, the institutional president shall request an executive session with the Board of Regents to discuss the situation.

D. Statement of Principles

The Board of Regents is committed to a philosophy of firm institutional control of athletics, to the unquestioned academic and financial integrity of the athletics programs, and to the accountability of the athletics departments to the values and goals befitting higher education. In support of that commitment, the Board has adopted the following general as a guide to participation in intercollegiate athletics:

- i. The educational values, practices and missions of the institutions determine the standards by which intercollegiate athletics programs are conducted.
- ii. The responsibility and authority for the administration of the athletics departments, including all basic policies, personnel and finances, are vested in the presidents.
- iii. The welfare, health and safety of student-athletes are primary concerns of athletics administration on the campuses. The institutions shall provide student-athletes with the opportunity for academic experiences as close as possible to the experiences of their non-athlete classmates.
- iv. Every student-athlete shall receive equitable and fair treatment.
- v. The admission of student-athletes – including community college transfers – shall be based on their showing reasonable promise of being successful in a course of study

leading to an academic degree. That judgment shall be made by admissions officials.

- vi. Continuing eligibility to participate in intercollegiate athletics shall be based on students being able to demonstrate each academic term that they will graduate within five years of their enrolling.
- vii. An institution shall strive to have its student-athletes in each sport graduate at the same proportion as the general student population at that institution.
- viii. All funds raised and spent in connection with intercollegiate athletics programs shall be channeled through the institutions' general treasury, and comply with the annual NCAA-mandated Agreed Upon Procedures performed by external auditors. The athletics department budgets shall be developed and monitored in accordance with general budgeting procedures on the campuses.
- ix. All athletics-related income from non-University sources for coaches and athletics administrators shall be reviewed and approved by the universities. In cases where the income involves the University's functions, facilities or name, contracts shall be negotiated with the institution.
- x. Annual academic and fiscal audits of the athletics programs shall be conducted. The institutions shall promptly correct any deficiencies.

E. Principles for Recruitment of Prospective Student-Athletes

- i. Iowa Regent universities have a heritage of being some of the most prestigious and acclaimed institutions of higher education in the country. Recruiting visits should provide prospective students with an opportunity to explore the academic, athletic and social opportunities our institutions provide.
- ii. In light of recent national incidents of excessive entertainment in the recruitment of prospective student-athletes, the following overriding principles have been developed for Iowa Regent universities. The purpose of these principles is to ensure that all Regent universities operate their recruiting activities within applicable NCAA, conference and institutional guidelines.

F. Recruiting Principles:

- i. Each Regent institution will implement recruiting guidelines pursuant to NCAA guidelines.
- ii. Each Regent institution's recruiting activities will occur in a regulated environment governed by Board of Regents, NCAA, conference and institution rules.
- iii. Each Regent institution will establish and administer policies addressing entertainment of prospective student-athletes which will make clear that any use of gambling, drugs, alcohol or sex-related activities as a recruiting device is prohibited.

- iv. Each Regent institution will establish a method of pre-communicating recruiting guidelines to prospective student-athletes, parents or legal guardians.
- v. Each institution will ensure that head coaches understand and abide by the principles of head coach responsibility per NCAA legislation.
- vi. Each Regent institution will educate all student-athlete hosts that they are official representatives of the institution and that the hosting of prospective student-athletes must be conducted in a manner consistent with the institution's recruiting guidelines.
- vii. Each Regent institution will provide an opportunity for the prospective student to experience the educational offerings of the institution.
- viii. Each Regent institution will develop a system of regular auditing and enforcement of its recruiting practices.

**G. Iowa Regent Institutions Philosophy for Recruitment of Prospective Student-Athletes**

The State of Iowa and the Iowa Regent Institutions are committed to recruiting in an appropriate and ethical manner. The goal of the Iowa Regent Institutions is to provide a safe and healthy environment for prospective students. A prospective student's visit should provide that prospect an opportunity to see our universities as institutions where they can develop their individual talents and reach their full potential as student-athletes and citizens. A visit to our University campuses is a chance for prospects to focus on the academic and athletic missions and culture of the respective institution. These visits are also tremendous opportunities for the institutions to evaluate the potential academic and social success of the prospect, thus enabling all parties to make a clear and informed decision.

**<https://www.iowaregents.edu/plans-and-policies/board-policy-manual>**



## **APPENDICIES**

## Appendix A. Iowa Open Meetings Law

**Open Session Required:** If applicable, the meeting law would require the PCA to conduct its meetings, whether formal or informal, in open session, meaning that all members of the public shall have access to these meetings. The law applies to any gathering in person or by electronic means of a majority of the PCA's members, provided that deliberation occurs or action is taken on any matter within the scope of the PCA's policy-making duties. Any final PCA action must be taken in open session.

**Open Session Not Required:** The law does not apply to purely ministerial meetings or social gatherings where no discussion of policy occurs. In addition, the PCA may meet in closed or "executive" session for the following reasons:

1. to discuss strategy with counsel in matters already in litigation or where litigation is imminent;
2. to prevent needless or irreparable injury to the reputation of an individual whose professional competency is being evaluated for purposes of appointment, hiring, performance, or discharge; provided that the individual requests a closed session;
3. to discuss strategy in matters relating to employment conditions (see Section 20.9 of the law) of employees subject to a collective bargaining agreement; or,
4. to discuss information that is confidential under the Family Educational Rights and Privacy Act (FERPA).

### **To hold a closed session, the PCA must:**

1. pass a motion by a vote of either two-thirds of PCA membership or by all members present;
2. record in the minutes the vote of each member present on the issue of closed session;
3. record in the minutes the reason for the closed session;
4. record in the minutes of the closed session details of all discussions, persons present and actions taken; and
5. record by audiotape or videotape the closed session, and retain the recording on file for at least one year after the date of the meeting.

**Proper Notice Required:** Except where impossible or impractical for good cause, the PCA must give 24 hours' notice of the date, time, place, and tentative agenda of its meetings. Such notice may be given either by advising the news media that have filed a request for such notice or by posting on bulletin boards that are readily accessible to the public at the principal offices of the PCA or the University. Where proper notice is not given, the nature of the good cause must be stated in the PCA's minutes.

**Rules of conduct at meetings:** The PCA may impose reasonable rules for orderly conduct of meetings and freedom from interference or interruption by spectators. At all open meetings the public shall be allowed to use cameras or recording devices.

**Electronic meetings:** The PCA may hold electronic meetings only when meeting in person is impossible or impractical, and then must satisfy the specific requirements of Section 21.8 of the Act.

[APPROVED BY PCA, MAY 1, 2014; Approved by President, May 5, 2014]

## **Appendix B. PCA Missed Class Days Policy**

The PCA seeks to minimize the disruption of student-athletes' academic responsibilities due to competition schedules. Thus, the Academic Achievement Subcommittee's recommendations regarding class attendance shall be guided by a policy, supported by the Athletics Department, which follows these principles:

Each sports team's schedule is reviewed by the Faculty Athletic Representatives, the Chair of the Academic Achievement Subcommittee, and the Senior Associate Athletics Director for Student-Athlete Academic Services. The number of missed class days indicated on the Sport Schedule Approval form should be calculated by the following:

If travel commences prior to 12:00 noon, it constitutes 1 class day missed; if travel commences between noon and 3:00 pm it constitutes ½ day missed; travel commencing after 3:00 pm does not count as missed class time. Teams who return on a class day between 8 am and noon will be assessed ½ day missed; teams who return on a class day after 12:00 noon will be assessed one (1) day missed. Big Ten and NCAA championships and NCAA-approved postseason events do not count in the regular season sports schedule.

Individual course missed class days will be monitored for each student and if the student misses more than eight individual class periods in a course the student will be flagged, and their performance in that course will be closely examined. The Faculty Athletic Representatives in consultation with the Senior Associate Athletics Director for Student-Athlete Academic Services, and the sport administrator will decide whether the student can continue to travel. Student-athletes who are considered at risk for academic failure will not be permitted to travel. They will base their decision on eligibility, academic standing, and whether the student is on academic probation as well as the following criteria:

1. The rigor of classes that will be missed and class times in relation to the student's daily schedule will be reviewed.
2. Student-athlete's prior absences from class owing to illness, injury, unexcused absences, or emergencies.
3. Student-athlete's demonstrated commitment to conscientious academic effort.
4. Frequency of meetings of classes that will be missed, (e.g. class that meets only once per week).

Due to the importance of final exams in determining the grades of students in many classes, it is preferred to avoid traveling to athletic competitions the weekend before finals. Student-athletes who compete as individuals will be evaluated separately to determine compliance with the Missed Class Days Policy.

### **Guidelines for Requesting and Approving a Travel Modification**

A travel modification form must be submitted if the total number of class days changes or when teams depart more than 24 hours prior to competition. Approval of such changes should start with the sport administrator and Senior Associate Athletics Director for Student-Athlete Academic Services. Exceptions should only be granted due to unforeseen or exceptional circumstances.

Circumstances beyond the team's control arising after schedules have been finalized include changes required by the Big Ten Conference, weather disruptions of scheduled competitions, airline reservation cancellations or modifications, and airline seat availability, etc.

[REVISIONS APPROVED BY PCA, NOVEMBER 5, 2024]

## **Appendix C. Student-Athlete Grievance Process**

### **Preamble:**

This grievance process is intended to comply fully with NCAA requirements and to be available to all student-athletes. When a student-athlete grievance issue arises and is brought to the attention of any member of the Athletics Department administrative staff, regardless of the source of disclosure, efforts to resolve the issues should include the Head Coach, Sport Administrator, and the Deputy Director of Athletics. Some discretionary decisions entrusted solely to a Head Coach, such as but not limited to, a student-athlete's playing time, and selection for out-of-town team travel, are not reviewable under this grievance process. If there is a disagreement over whether a specific issue is subject to grievance under this process, a panel comprised of the Chair of the PCA, the Chair of the PCA Subcommittee on Student-Athlete Well-Being, and the Faculty Athletics Representative(s) will resolve the question by majority vote.

### **1. Athletic Grievance Process**

#### **a. Informal Process within the Athletics Department**

- i. During the initial stages of this process, the Deputy Director of Athletics will function in the role of advocate for the student-athlete to ensure that the student-athlete's interests are paramount. This collaborative involvement will begin during the initial stages of discussion with the student-athlete and continue throughout the informal process. As necessary, and at the request of the student-athlete, these discussions may involve the student-athlete's parents or guardian, with the objective of arriving at an informal resolution. The Deputy Director of Athletics will also ensure that everyone involved understands the relevant rules and procedures of the Department of Athletics and the University, both informal and formal.
- ii. At all times during this informal process, a student-athlete has the right to be assisted by legal counsel, at his or her own expense, or by another advisor of choice.
- iii. If a student-athlete protests a suspension or other disciplinary action imposed by a coach or other member of the Department of Athletics or alleges a violation of his or her rights as set forth in the Statement of Student-Athlete Rights and Responsibilities, the student-athlete should request a meeting with his or her Head Coach to attempt to resolve the matter informally. Such a request for a meeting should be granted by the Head Coach as soon as possible. The student-athlete should attempt to exhaust all options for resolution of the grievance with the Head Coach. If the student-athlete would prefer to have a third party present for meetings with the Head Coach, he or she may request assistance from several sources. These include, but are not limited to, the Sport Administrator, the Deputy Director of Athletics, the Senior Woman Administrator, or the university Ombudsperson.

- iv. If the student-athlete's grievance is not resolved satisfactorily with the Head Coach in step (3), the student-athlete may then request a meeting with the Sport Administrator for the student-athlete's team to make a further effort to resolve the grievance informally.
- v. If the student-athlete's grievance is satisfactorily resolved in step (3) or step (4) of the informal process, a written statement of the disputed issues, along with the settlement agreed upon, should be prepared jointly and signed by the student-athlete and the person from the Athletics Department with whom the settlement was reached. This written statement should then be filed with the Athletics Director and retained.

#### **b. Formal Appeal Process within the Athletics Department**

- i. If no satisfactory agreement is reached through steps (3) and (4) of the Informal Process, the student-athlete may then submit a written appeal to the Athletics Director. The written appeal should accurately summarize the facts of the dispute and indicate the relief sought by the student-athlete. After appropriate review, the Athletics Director should make a decision on the appeal and notify the student-athlete of the decision within seven (7) working days.
- ii. If the Athletics Director resolves the dispute to the satisfaction of the student-athlete, the terms of the settlement should be stated in a letter sent to both the student-athlete and the person in the Athletics Department against whom the grievance was initiated. A copy of this settlement letter should be kept in Athletics Director's files.
- iii. If no satisfactory agreement is reached with the Athletics Director, the student-athlete may request a hearing before the Review Panel of the PCA. A request for such a hearing shall be submitted in writing to the Chair of the PCA within seven (7) days after receiving the decision from the Director of Athletics. When notified of a request for a hearing, the Chair of the PCA should proceed to implement the PCA appeal procedures for Review of Student-Athlete Grievances with all deliberate speed.

### **2. PCA Appeal Procedures for Hearings on Student-Athlete Grievances**

**Scope.** These procedures apply to any grievance initiated by a student-athlete regarding action taken by the Department of Athletics relating to the student-athlete's athletic status, provided that all alternative means for resolving the dispute specified above have been exhausted.

**Waivers.** By initiating an appeal under these procedures, the student-athlete shall be deemed to have waived his or her rights under the Family Educational Rights and Privacy Act (20 USC 1232g) with respect to any persons present for whatever purpose during the course of any proceedings hereunder. If the student-athlete puts at issue his or her mental or physical health, the student-athlete shall be deemed to have waived any privilege for any communication made in professional confidence as provided in Iowa Code Section 622.10.

**Hearing Panel Composition.** Hearings shall take place before panels composed as follows: Hearing before PCA. A panel of PCA members shall hear all cases concerning student-athletes, and subject to the provisions of this section. The PCA panel shall consist of the Chair of the PCA, the Big Ten Faculty Athletics Representative(s), and the chairs of the standing subcommittees of the PCA. The Chair of the PCA shall serve as the Presiding Officer in any hearing before a panel of the PCA. At his or her option, the Chair may appoint from among the remaining PCA members substitutes for the above-listed panel members, when an incumbent is unavailable.

**Rights before Hearing.** The student-athlete bringing the complaint is granted the following rights:

1. To be advised of the hearing procedures; and
2. To review copies of any documentary or other physical evidence expected to be presented in opposition to the student-athlete's position, provided that the student-athlete has requested such materials at least two university business days before the hearing. Additional evidence may be admitted at the hearing at the discretion of the Presiding Officer, provided that the other party has an opportunity to review and respond to the additional evidence. In that event, the parties shall exchange copies of the documents and physical evidence.

**Rights at Hearing.** The student-athlete bringing the complaint, like the university or any of its units, is granted the following rights at the hearing:

1. To present his or her position;
2. To present witnesses and evidence;
3. To cross-examine witnesses presenting evidence in opposition to the student-athlete, provided, however, that such cross-examination shall be limited to questions that are relevant, material, and not unduly repetitive, as determined by the Presiding Officer; and
4. To be represented by counsel or other advisor at the student-athlete's expense.

**Burden of Proof and Standard of Judgment.** In all cases under these Procedures, the University bears the burden of proving, by the preponderance of the evidence, that the action disputed by the student-athlete was justified.

**Hearing.** The Presiding Officer shall open the hearing and answer any procedural questions posed.

**Persons Excluded.** The hearing shall be closed unless the student-athlete specifically requests, in writing, at least two university business days before the hearing, that it be open. If the student-athlete requests an open hearing, the Presiding Officer nevertheless may elect to



close all or part of the hearing. The Presiding Officer also may elect to exclude non-parties who are to appear as witnesses.

**Recording.** The hearing shall be recorded by means to be determined by the Presiding Officer. Videotape, audio tape, and stenographic reporting all are satisfactory recording options. If a stenographic recording is made, the expense of transcription shall be borne by the party requesting it. Discussion regarding procedural matters need not be recorded.

**Opening Statements.** At the outset of the hearing, first the university, then the student-athlete, may present very brief statements to the hearing panel outlining their respective positions in order to crystallize the issues for the panel. These statements shall not be considered evidence.

**Evidence.** The university shall present its position first, calling witnesses and presenting evidence in accordance with these procedures. After the university has concluded, the student-athlete may present his or her position. Witnesses shall swear or affirm that they will testify truthfully before the panel(s). Formal rules of evidence shall not apply, although objections to evidentiary offers may be made and shall be noted in the record. At the discretion of the Presiding Officer, members of the panel(s) also may be permitted to question witnesses.

**Closing Arguments.** At the close of all the evidence, each party may present a very brief summary of its position to the panel(s). The student-athlete shall present his or her argument first, and the university, bearing the burden of proof, shall present its argument last. The Presiding Officer may cut off any argument on the basis of its undue length, repetition, or irrelevancy. These arguments shall not be considered evidence.

**Legal Advisor to the Panel.** The PCA panel, at their option, may avail themselves of a legal advisor. That advisor should be a representative of the University's Office of the General Counsel. The legal advisor's role may include conducting the hearing and otherwise assisting the panel with any procedural matters that arise during the hearing, in deliberations, or in writing the panel's report. The legal advisor shall have no input whatsoever to the substantive adjudication of any issues by the panel.

## **Decision and Report.**

Deliberation. The PCA panel shall deliberate among themselves to reach a decision on the merits of the case.

Majority Needed. Decisions by the PCA panel shall be based on the majority of the panel hearing the case. In the event an even number of persons served on a panel, the Presiding Officer of that panel shall deliberate with the panel, but shall not vote, thereby allowing the remaining panel members to reach a majority decision. Decisions shall be based on the kind of evidence on which reasonably prudent persons rely in the conduct of their serious affairs.

Report of Decision. The panel hearing the case shall present its decision in a written report. The report shall state briefly the majority's findings of fact and conclusions drawn from those facts. The minority view, if any, may be presented at the option of the panel hearing the case. Copies of the report shall be sent to the student-athlete, the Director of Athletics, the office of the General Counsel, the President or his/her designee in any case before the Committee, and to other appropriate university officers.

Request for Appeal. To appeal the PCA decision, the student-athlete must send a written request with supporting materials of evidence to the President's office within five (5) university business days following receipt of the written notification of decision.

**Grounds for President's Review.** The student-athlete must support the appeal to the President by addressing one or more of the following grounds:

(A) The decision was unsupported by substantial evidence when viewed as a whole.

(B) The decision was arbitrary, capricious, unreasonable, or constituted an abuse of discretion.

(C) The sanction was unreasonably harsh or lenient in light of the circumstances.

(D) The procedures were not properly followed, resulting in prejudice to the appealing party.

(E) New evidence, not reasonably available at the time of hearing, warrants reconsideration.

Standard for Review. To overturn the decision of the hearing panel, the President must find that the decision is not supported by a preponderance of the evidence or is clearly inconsistent with university or other governing policy.

President's Decision. The President or the President's designee shall render a decision within 30 calendar days of the receipt of the request for appeal, and that decision shall constitute final agency action. The President's (or designee's) decision shall be transmitted to the student-athlete, the General Counsel, the Director of Athletics, and to other appropriate university officers.

[REVISION APPROVED BY PCA, FEBRUARY 1, 2018; REVISION APPROVED  
BY PCA OCTOBER 4, 2018)

## **Appendix D. Guiding Principles for Iowa Student-Athletes, Student Managers, and Spirit Squad Members in Their Use of Social Media Sites**

### **Social Media Sites:**

Social media sites (such as Facebook, Instagram, Pinterest, Tumblr, Twitter, Vine, and similar sites and blogs) enable individuals to interact with an expansive universe of new people and to connect with friends and family. Postings by student-athletes of personal profiles and comments in chat rooms and blogs are in the public domain, however, and are easily accessible by anyone including reporters, parents, coaches, recruits, fans, groupies, predators, potential employers, and graduate school admissions officials. Even after it has been deleted, information once posted on a social media site can often be retrieved.

Participation in intercollegiate athletics at the University of Iowa is a privilege that imposes certain obligations on student-athletes, including the responsibility of being a positive representative of the university to the public. Student-athletes, therefore, are expected to conduct themselves at all times with honesty, dignity, and good sportsmanship. The Athletics Department believes in protecting the rights of student-athletes to freedom of speech, association, and privacy, including their right to participate in social media. Neither coaches nor team rules may require student-athletes preemptively to disclose private social media information to anyone. Student-athletes, however, agree to team rules that may authorize a coach to impose temporary social media restrictions to address specific concerns related to the observance of these guiding principles. The Athletics Department does not intend to monitor student-athletes' social media sites on a systematic basis, but Athletics Department administrators may periodically conduct random checks of student-athletes' social media sites. Student-athletes are expected to monitor their own social media sites and post only information and images that conform to these guiding principles and appropriately represent themselves and the university to the public.

The Athletics Department reserves the right, under the Student-Athlete Code of Conduct (Category II Misconduct) to investigate and take action against any student-athlete who is posting material on a social media site that violates, or appears to violate, NCAA, university, or Athletics Department rules. Postings that violate these guiding principles are posts consisting of information, images or language that inappropriately represent the student-athlete or the university to the public, including, but not limited to, partial or total nudity, sexual misconduct, underage alcohol consumption, use of illegal drugs or controlled substances, hazing activities, tobacco use, and obscene gestures.

### **Recommended Actions:**

It is recommended that student-athletes immediately review and then regularly monitor any social media sites on which they may have posted material to ensure that the postings are consistent with NCAA, university, and Athletics Department rules, and that they present the student-athlete in the way he/she wants to be portrayed. To better achieve the purposes of these guiding principles, student-athletes are also encouraged to monitor the social media sites of their teammates.

For reasons of safety and privacy, it is recommended that student-athletes refrain from posting on social media sites, and if posted, promptly remove any personally identifiable information, such as telephone number, address, class schedule, and places frequented. Student-athletes should regularly check tagged photos and monitor electronic photo albums, social media sites and blogs to avoid posted photos or messages that would be considered inappropriate.

Student-athletes should be cautious in joining groups on social media to be sure they want to be publicly associated with each specific group. Student-athletes should particularly refrain from creating or joining a group that is obviously inappropriate for student-athletes or is malicious. Student-athletes should also understand that once they become a group member, they are linked to the online discussion that takes place within that group, and only the group's administrator will be able to delete them from the group membership or remove postings made to the group site.

Student-athletes should alert their Coach and/or Sport Administrator if they discover the existence of any social media site created by others that falsely appears to be their site. The creation of such bogus sites may constitute identity theft, and the university will assist in their efforts to have the offensive sites removed.

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By my signature below, I hereby affirm that I have read and understand the University of Iowa Athletics Department's "Guiding Principles for Iowa Student-Athletes, Student Managers, and Spirit Squad Members in their Use of Social Media Sites."

Furthermore, I understand that failure to abide by these guiding principles by posting materials on social media sites that violate Athletics Department policy may result in sanctions under Category II Misconduct, as outlined in the Student-Athlete Code of Conduct.

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Signature

---

Date

[APPROVED BY PCA, DECEMBER 7, 2017]

## **Appendix E. Transfer Policy**

### **Transfer Policy/Procedures**

It is the goal of the Athletics Department that every Iowa student-athlete graduates as a Hawkeye. A small number of student-athletes, however, may decide it is in their best personal interest to transfer to another institution. The NCAA has designed an educational transfer module to help student-athletes considering a transfer to make an informed decision. The NCAA requires all Division I student-athletes to complete the educational module prior to entering the Transfer Portal. The educational transfer module is located on the '[Want to Transfer](https://www.ncaa.org/sports/2015/2/13/want-to-transfer.aspx)' resource page on ncaa.org (<https://www.ncaa.org/sports/2015/2/13/want-to-transfer.aspx>).

Once a student-athlete completes the module, they must provide a copy of the certificate of completion to the Compliance Office if they would like to be entered into the NCAA Transfer Portal. The Compliance Office will then meet with the student to complete the Transfer Notification Form. The compliance office shall enter their information into the Transfer Portal within two business days of receipt of the Transfer Notification Form from the student-athlete.

The Compliance Office is responsible for completing all information in the NCAA Transfer Portal, including evaluating the student's eligibility for any Transfer Exceptions. The student must provide written notification of transfer during the period specified for the applicable sport in order to be eligible for the one-time transfer exception.

At the time of submitting the transfer notification, if the student-athlete receives an athletics scholarship, the student's athletics financial aid may be cancelled or reduced at the conclusion of the academic term. If the athletics aid is changed, the student will receive notification from the Office of Student Financial Aid.

If the Head Coach removes the student from the team roster, the student is no longer eligible to receive the following benefits and services from the UI Athletics Department:

- Athletics Facility Access (e.g. weight rooms, locker rooms, practice facilities)
- Fueling Stations
- Black Card Meals/Additional Team Meals
- UI Apparel and Equipment (billed for equipment and apparel not returned per dept. policy)
- Complimentary Tickets to UI Athletics Events
- Hawkeye Academic Advantage Program (HAAP)

Students receiving an athletics scholarship will maintain access to the Gerdin Athletic Learning Center, including the Student-Athlete Academic Services staff and tutors for the duration of their athletic scholarship. Scholarship recipients will remain eligible only for the graduation incentive of HAAP.

REVISED BY PCA, MAY 12, 2011; UPDATED AUGUST , 2018;

APPROVED BY PCA, OCTOBER 4, 2018; REVISED BY SAW COMMITTEE, OCTOBER 20, 2022

APPROVED BY PCA , NOVEMBER 3, 2022

## Appendix F: Student-Athlete Code of Conduct

### I. Introduction

This Student-Athlete Code of Conduct is designed to alert you, the student-athlete, to the behavior expected of you and to the potential consequences that your behavior may have on your status as a student-athlete. Please also refer to Appendix I (Statement of Student-Athletes' Rights and Responsibilities) for a more detailed description of your responsibilities as a student-athlete.

This Student-Athlete Code of Conduct highlights some of the policies that apply generally to University students and identifies some additional standards that are unique to student-athletes. First, all student-athletes are members of the University of Iowa's student body. You are a student first, and your participation in intercollegiate athletics derives from your status as a student. Accordingly, all University policies governing student conduct apply to you. Student-athletes violating any University policies are subject to discipline by the University. Any sanctions imposed against you under this Student-Athlete Code of Conduct shall be in addition to any actions taken or sanctions imposed by the University. Applicable University policies, rules, and regulations include but are not limited to:

- a. University of Iowa Policy Manual, [Section II \(Community Policies\)](#) and [Section IV \(Students\)](#), such as:
  - [Sexual Harassment and Sexual Misconduct](#), including dating/domestic violence and stalking
  - [Acceptable Use of Information Technology Resources](#)
  - [Anti-Harassment Policy](#)
  - [Anti-Violence Policy](#)
- b. University of Iowa Division of Student Life
  - [The Code of Student Life](#)
  - [Discipline of Registered Student Organizations](#)
  - [University of Iowa Housing and Dining policies](#)
  - [Academic Misconduct](#) (under the Division of Student Life policy or collegiate or departmental policies)
- c. The [Board of Regents](#), State of Iowa, policies and rules related to Students

In addition, your participation in the university's Intercollegiate Athletics program is governed by policies and procedures put into effect by the National Collegiate Athletic Association (NCAA); the Big Ten Conference (Big Ten), and the Board of Regents, State of Iowa. Your participation in the university's Intercollegiate Athletics program is also governed by all University of Iowa's Department of Athletics' rules and procedures as set forth in the [Student-Athlete Handbook](#), including the Department of Athletics' [Drug Testing Program](#), Recruiting, and Guidelines for Prospective Student-Athletes and their Student Hosts.

The Department of Athletics may take action under this Student-Athlete Code of Conduct regarding your participation in the University's Intercollegiate Athletics program and also regarding the awarding, renewal, and modification of a scholarship that you may now have. This Code of Conduct is intended to complement, not replace, university conduct rules and conduct rules that your sport team has adopted, including consequences for violating those rules.

## **II. Sexual Harassment and Sexual Misconduct**

All forms of sexual harassment and sexual misconduct are prohibited under University policy. In accordance with regulatory requirements and institutional values, the University's Title IX Coordinator has primary responsibility for coordinating the University's efforts related to intake, investigation, resolution, and implementation of supportive measures to stop, remediate, and prevent sexual harassment, sexual misconduct, and retaliation prohibited under the Policy on Sexual Harassment and Sexual Misconduct. No employee is authorized to resolve reports or complaints without the involvement of the Title IX Coordinator.

A student may make a UI policy complaint about sexual harassment, sexual misconduct, dating/domestic violence, and/or stalking by contacting the Office of Civil Rights Compliance at 319-335-0705 or online [here](#).

A student may also make a criminal complaint about sexual misconduct, dating/domestic violence, and/or stalking to the appropriate law enforcement authorities, which would be the UI Department of Public Safety (319-335-5022) in the case of misconduct that occurs on campus.

A student may need support when talking with law enforcement or University administrators. Students are entitled to be assisted by a certified victim advocate at every stage of the process and are encouraged to consult with the victim advocate and bring the victim advocate to meetings.

For more information consult the following websites/offices:

Office of Civil Rights Compliance

Website <https://diversity.uiowa.edu/daod/ocrc>

[Report a Problem: https://diversity.uiowa.edu/report/report-problem](https://diversity.uiowa.edu/report/report-problem)

Tel. 319-335-0705

## **III. Discrimination Based on Protected Class or Affiliation**

The university is committed to the principle of equal opportunity, and differences in treatment are prohibited when based on race, creed, color, religion, national origin, age, sex, pregnancy (including childbirth and related conditions), disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, or associational preferences. The Office of Civil Rights Compliance has primary responsibility to investigate formal and informal complaints of discrimination, harassment, and retaliation based on protected class or affiliation. No employee is authorized to resolve such reports or complaints without the involvement of the Office of Civil Rights Compliance.

A student may make a [formal or informal complaint](#) about discrimination, harassment, and/or retaliation by contacting the Office of Civil Rights Compliance, at 319-335-0705 or online [here](#).

For more information consult the following websites/offices:

Office of Civil Rights Compliance

Website <https://diversity.uiowa.edu/daod/ocrc>

Tel. 319-335-0705

#### **IV. Drug and Alcohol Offenses**

It is the goal of the University of Iowa and the Athletics Department to maintain a drug-free environment in which competitive intercollegiate athletics programs are conducted. To that end, the Athletics Department has implemented a [drug testing program](#) that all student-athletes must follow. The UI Department of Athletics Drug Testing Program can be accessed via the [Student-Athlete Handbook](#), or via the [Resources page](#) on the [UI Student-Athlete Academic Services website](#). Appendix F (Substance Abuse Prevention Policy for Student-Athletes) of the UI Department of Athletics Drug Testing Program details consequences or actions for a student-athlete in violation of misdemeanor drug or alcohol offenses. Examples of offenses that fall under this category may include, but are not limited to, the following: Operating a Motor Vehicle While Impaired (first offense), Public Intoxication, and an illegal drug substance charge.

Please note, however, that the Athletics Department may impose greater sanctions on a student-athlete under this Student-Athlete Code of Conduct for any drug or alcohol offense which it determines requires more substantial sanctions (e.g., a drug or alcohol charge which constitutes a felony in any jurisdiction).

#### **V. Hazing**

Hazing by any member of the campus community is [strictly prohibited](#) at the University of Iowa. In addition to any action taken by the University, student-athletes who violate the prohibition against hazing are subject to discipline, up to and including dismissal, under the Student-Athlete Code of Conduct.

Hazing is defined as any intentional or reckless behavior, action or situation, occurring with or without consent that endangers or creates risk of injury, creates mental or physical discomfort, hinders student engagement, harasses, embarrasses and/or ridicules a person. This would include: assisting, approving (implicitly or explicitly), organizing, or otherwise participating in the previously described behaviors, for the purpose of initiation into, or affiliation with, or as a condition for continued membership or a leadership role in any student organization, fraternity, sorority, or team recognized by any other University sponsor or department.

#### **VI. Sportsmanship**

The Big Ten Conference expects all contests involving a member institution to be conducted without compromise to any fundamental element of sportsmanship. Such fundamental elements include integrity of the competition, civility toward all, and respect, particularly toward opponents and officials.

Student-athletes are expected to treat opponents and officials with respect. Public comments or public messaging made at any time, including comments or messages posted even temporarily via social media, are subject to review and punishable in accordance with the [Big Ten Sportsmanship Policy](#).

Student-athletes may also be subject to discipline by the Athletics Department under the Student-Athlete Code of Conduct for actions it deems contrary to the rules of sportsmanship.

#### **VII. Sports Wagering**

You are expected to abide by [NCAA Bylaw 10.3](#), which prohibits student-athletes from knowingly participating in sports wagering activities or providing information to individuals involved in or associated with any type of sports wagering activities concerning intercollegiate, amateur, or professional athletics competition. This prohibition applies to any athletic practice or activity where student-athletes are competing or any competition in a sport in which the NCAA conducts championship competition, in bowl subdivision football and in emerging sports for women.



Disciplinary action for violations of NCAA regulations concerning gambling can include ineligibility for further intercollegiate competition and/or non-renewal of athletically related financial aid.

## **VIII. Academic Misconduct**

Academic misconduct diminishes your education and the classroom experience for other students, undermining the UI mission of serving all students. It may also impact your eligibility to compete in intercollegiate athletics. Examples of student behaviors that constitute academic misconduct include the following: cheating on exams and quizzes, plagiarism, unauthorized collaboration on assignments, assessments or other activities, willful misrepresentation, and facilitating academic misconduct of other students. Generative AI tools should not be used in the completion of assignments unless an instructor for a given course specifically authorizes their use.

Violations of the regulations for academic misbehavior are ordinarily handled within the department or college concerned. However, violations of this nature still constitute a violation of Student-Athlete Code of Conduct, and the Athletics Department may assign additional consequences.

## **IX. Policies on Misconduct for University of Iowa Student-Athletes**

### **A. Student-Athlete Code of Conduct Violations**

In addition, any one of the following acts of misconduct by a student-athlete may be considered a Code of Conduct violation:

- a. Student-athlete admits to, is convicted of, or pleads guilty or no contest to (including deferred judgments, suspended sentences, or circumstances where the court reserves the decision on whether to reduce the charge at a later time) a violation of a criminal law classified as a felony or misdemeanor;
- b. A violation of a term of probation or other condition imposed by a court in a criminal proceeding;
- c. A violation of Department of Athletics policy;
- d. A violation of University policies, rules or regulations, including: The University of Iowa's Code of Student Life, academic dishonesty in violation of University, college, school or department standards, or a violation of any University student conduct regulation;
- e. The student-athlete acknowledges responsibility to the Director of Athletics, or other appropriate university official, for having engaged in conduct that would constitute a Student-Athlete Code of Conduct violation;
- f. Willfully giving false information to a University official; or
- g. Failure to comply with any sanction(s) or treatment program imposed under the [University of Iowa Department of Athletics Drug Testing Program](#).

### **B. Interim Action**

The Director of Athletics, at their discretion, may take preliminary action to suspend a student-athlete from participation in practice or competition and/or access to Athletics Department services prior to a final determination as to whether a Student-Athlete Code of Conduct Violation has occurred. Notwithstanding this discretion, the Director of Athletics will take such action in a matter involving sexual harassment or sexual misconduct only following consultation with the TIX Coordinator and the Office of the General Counsel.

When the Director of Athletics takes preliminary action under this framework to suspend a student-athlete, they shall notify the student-athlete of the suspension and the procedures available to the student-athlete for review of the suspension.

### **C. Determination of a Violation**

A determination that a student-athlete has committed a violation of the Student-Athlete Code of Conduct will be based on relevant and credible information including, but not limited to the following: a finding of responsibility by a University office (e.g., the Office of Student Accountability or Office of Civil Rights Compliance) or a student-athlete's conviction of, or guilty plea or plea of no contest to (including deferred judgments, suspended sentences, or circumstances where the court reserves the decision on whether to reduce the charge at a later time) criminal or civil charges that would constitute a violation of the Student-Athlete Code of Conduct. In the absence of a conviction, guilty plea or a plea of no contest to criminal or civil charges that would constitute a violation of the Code of Conduct, the Athletics Department may still conclude that disciplinary action is appropriate in cases other than Title IX Sexual Harassment. In drawing such conclusions, the Athletics Department will evaluate all relevant and credible information available to it. Examples of relevant and credible information include, but are not limited to, the following with respect to the misconduct under consideration: arrest records, police reports, statements of law enforcement officers, University records, University investigation findings, third-party or witness statements, and admissions by the student-athlete.

#### **D. Sanctions**

When it has been determined that a student-athlete has committed a violation of the Student-Athlete Code of Conduct, the Director of Athletics (or designee) shall determine the appropriate sanction and, in doing so, may consult with the student-athlete's Head Coach and assigned Sport Administrator. The Director of Athletics may also consult with the Faculty Athletic Representative, the Office of Student Accountability, and other university officials for recommendations regarding the appropriate sanction(s).

Sanctions may include, but are not limited to, the following: warning, reprimand, probation with or without conditions, requirements for restitution, conditions to encourage personal rehabilitation (e.g., counseling and community service), conditions related to satisfactory academic performance, suspension from practice, suspension from competition, suspension from access to Athletics Department services, revocation or modification of athletically related financial aid, and dismissal from the team or program.

Repeated or continued violations of this Student-Athlete Code of Conduct may result in more substantial sanctions. This policy recognizes that repeat violations may reflect adversely on the student-athlete's sport, Iowa Athletics, and the University.

#### **E. Appeal**

A student-athlete may appeal any sanction that suspends participation in practice, competition, and/or services provided by the Department of Athletics pursuant to the grievance process provided in Appendix E of the [Presidential Committee on Athletics](#) Manual. A student-athlete may also appeal a revocation or modification of athletically related financial aid in accordance with NCAA procedures and university procedures as outlined in the [Student-Athlete Handbook](#).

[REVISED BY PCA, MAY 7, 2008; REVIEWED BY SAW, May 12, 2014, NO CHANGES PROPOSED; REVISED BY PCA, OCTOBER 4, 2018, REVISED AUGUST, 2023]

## **Appendix G. Statement of Student-Athletes' Rights and Responsibilities**

### **Preamble**

Athletic participation in intercollegiate sports is a longstanding and valued component of the student experience at the University of Iowa. Participation in such programs by student-athletes is governed by many policies, rules and procedures, such as those from the NCAA, the Big Ten Conference and the Iowa Athletics Department. Beyond conforming to those policies, rules and procedures, however, the University expects student-athletes personally to demonstrate the core values that underlie them in their day-to-day lives.

This Statement of Rights and Responsibilities assures student-athletes that the University recognizes that their primary objective is to undertake and complete a first-rate college education. It also reminds athletic participants of the University's expectations for excellence in the classroom, ethical sporting conduct on the playing field, and exemplary personal behavior. The Statement supplements, but does not replace team rules, and it does not alter the consequences for violating those team rules. The Statement also supplements the Athletics Department policies, rules and procedures set forth in the Student- Athlete Handbook.

### **Rights of Student-athletes at the University of Iowa**

As a student-athlete you enjoy all of the rights accorded any other university student. Your teammates, coaches, and Department of Athletics officials are expected to respect your rights as a student-athlete. In particular:

Your academic endeavors will be respected and supported. You will receive reasonable and appropriate academic accommodations to meet your competition and training schedules. You will be provided with academic support as needed to help you reach your full potential as a student and to earn your degree.

Your practice and training time are limited in accordance with relevant NCAA rules, particularly the 20-Hour Rule. You may voluntarily elect to undertake additional practice or training sessions or participate in other activities that are not directly team related. No one, however, has the authority to require you to perform extra practices, training or other team activities in violation of the NCAA rules or Department of Athletics policies.

If you suffer an athletically-related injury, you will receive medical treatment from a team physician and professional assistance from the training staff. If you become ill or suffer from a medical condition that is not athletically related, subject to insurance coverage, you may receive medications and rehabilitation to help you recover your health.

You should expect respectful treatment from your coaches at all times during your athletic career. Coaches must clearly communicate their expectations to you; coaches should maintain

open communication that enables you to communicate your concerns effectively to them; and coaches must avoid verbal communication or physical contact that is disrespectful, demeaning, or harmful.

You will compete in an environment that is free from social coercion, and that respects racial, ethnic, cultural, gender identity, sexual orientation, and religious differences. Your playing time will not depend on your participating in any social, religious, or other extraneous activity unrelated to your academic work and athletic performance.

You should expect fair and even-handed treatment from your coaches and officials in the Department of Athletics; and you will be accorded due process in disciplinary matters.

You should report violations of NCAA rules and Department of Athletics policies to appropriate officials without fear of retaliation against you by any person.

If you believe that one of your rights described above have been violated, you should take your concern to an appropriate person or group. For example:

If you have a concern with your team, you are encouraged to first talk with your Coach.

If your concern or issue cannot be resolved with your Coach, you should contact your assigned Sport Administrator.

If you have made an initial attempt to talk with both your Coach and your Sport Administrator and your concern is still unresolved, you may speak with one or more of the following individuals and/or departments for assistance:

- a Faculty Athletics Representative
- Senior Woman Athletics Administrator
- Associate Athletics Director for Student-athlete Academic Services
- Dean of Students Office
- Athletic Compliance Office
- Deputy Director of Athletics
- Office of Civil Rights Compliance
- University Ombudsperson

Of the resources listed above, the University Ombudsperson is the only confidential resource. You may appeal to the Presidential Committee on Athletics (PCA), then to the University President through grievance procedures available to you in the Student-athlete Handbook. You may involve your parents or legal guardians and/or the legal representative of your choice in any of these conversations, if that is your preference.

### **Responsibilities of Student-athletes**

Your participation in intercollegiate sports is a privilege that carries many responsibilities, and high expectations concerning your academic commitment, your athletic performance and your personal behavior. These include the following:

You are first and foremost a university student. This means you are expected to study for and attend all classes (unless excused), turn in assignments on time, prepare thoroughly for examinations, and commit yourself to achieving academic success by earning your degree.

You represent the University in whatever you do and are expected to conduct yourself in a lawful and responsible manner at all times.

You are expected to be a responsible member of your team. This means maintaining a healthy lifestyle, attending all practices and training sessions, unless excused, and working conscientiously to perform in your sport to the very best of your athletic ability.

You are expected by your coaches and teammates to improve your athletic skills and to achieve and maintain the high level of mental and physical conditioning in your sport necessary for you to compete successfully at the Big Ten championship level.

You are expected to be respectful toward your team members, coaches, Department of Athletics' staff, and other members of the University community, officials, spectators, and the public generally.

You are expected to exhibit ethical sporting conduct at all times towards team members, competitors, coaches, officials, and spectators.

You are expected to obey all university, collegiate, departmental rules, regulations and standards of conduct, and to follow Department of Athletics policies and team rules.

You are expected to strictly obey rules governing alcohol and drug use, including substances covered by the Substance Abuse Education and Testing Program.

You must not engage in hazing, assault, physical or psychological intimidation of others, or retaliate against persons who report such misconduct.

You must not engage in sexual misconduct, as defined by University of Iowa's Code of Student Life and the University of Iowa's Policy Manual.

You are expected to follow the Social Networking Guidelines set forth in the Department of Athletics Social Networking Policy.

**PLEASE REVIEW YOUR STUDENT-ATHLETE HANDBOOK OR THE ATHLETICS DEPARTMENT WEB SITE FOR MORE DETAILED EXPLANATIONS OF THESE RIGHTS AND RESPONSIBILITIES. <https://academics.athletics.uiowa.edu/resources>**

[ADOPTED BY PCA, MAY 5, 2011; APPROVED BY PRESIDENT, JUNE 1, 2011] REVISIONS APPROVED: 1/4/16, 5/5/10, 12/1/16

## **Appendix H. PCA Pregnancy and Parenting Policy**

***The University of Iowa Department of Athletics has substantially adopted the model policy available from the NCAA.***

The University of Iowa athletics department is committed to the personal health and development of all our members, and to the educational mission of our school. We strive to provide an environment that respects all pregnancy and parenting decisions, and we urge all participants to work productively toward degree completion. This Policy sets forth the protections that should be provided for pregnant and parenting students, including those with pregnancy related conditions. It also prohibits retaliation against any student or employee who complains about issues related to the enforcement of this Pregnancy Policy. The university seeks to protect every student-athlete's physical and psychological health, and their ability to complete their education.

### **Federal and state laws**

Title IX of the Education Amendments of 1972 bars discrimination on the basis of sex, which includes the guarantee of equal educational opportunity to pregnant and parenting students.<sup>1</sup> This means that our student-athletes may not be discriminated against because of their parental or marital status, pregnancy, childbirth, false pregnancy, termination of pregnancy or recovery therefrom.<sup>2</sup> In addition, a student's medical information may be protected by other federal laws.<sup>3</sup> Some actions that may be permissible under NCAA rules are impermissible under federal law, and our institution adheres to federal law.

In addition, Iowa law prevents unfair or discriminatory practices in education, prohibits sex discrimination, and prohibits discrimination on the basis of parental, family, or marital status, and pregnancy-related discrimination.

### **In order to comply with the law:**

- Our athletics department will only require a pregnant or parenting student-athlete's team physician to certify that the student is physically and emotionally fit as a condition for participating in athletics when such certification is required of student-athletes who experience other temporary disabilities.
- Our athletics department will allow a pregnant or parenting student-athlete to fully participate on the team, including all team-related activities, unless the student-athlete's team physician or other medical caregiver certifies that full participation is not medically safe.
- Our athletics department will allow a pregnant student-athlete to continue to participate in a limited manner on the team, including all team-related activities, so long as the student-athlete's physician or other medical caregiver certifies that partial participation is medically safe.
- Medically necessary absences from team activities due to pregnancy shall be considered excused absences. Student-athletes should refer to course syllabi regarding their course [attendance policies](#), as outlined by the Provost Office.
- No coach or other athletics department personnel shall suggest to any student-athlete that his or her continued participation on a team will be affected in any way by pregnancy or parental or marital status.
- Our athletics department will not allow a hostile or intimidating environment on the basis of pregnancy or parental status to exist. Acts or statements that are hostile toward pregnancy or parenting, or that shun or shame the student-athlete because they are pregnant or parenting, will

not be tolerated. Such conduct may prevent an individual from effectively participating in, or may deny a person the benefits of, the educational opportunities provided by this institution.

- Our athletics department will not terminate or reduce a student-athlete's athletics aid because of the student-athlete's pregnancy, marital or parental status during the term of the athletics aid.
- Students may take a medical pregnancy leave from their status as a team member, and at the end of that leave they will be reinstated to the team if they choose to be reinstated.
- Our athletics department will renew a pregnant, formerly pregnant, or parenting student-athlete's aid, so long as the student-athlete is in good standing academically, remains engaged with our athletics department, and meets NCAA eligibility standards. Returning students may be evaluated for participation in the same manner as any other team member to determine their specific position on the team, such as starter or as forward.
- Our athletics department will not permit the use of any written or verbal contract that prohibits a student-athlete from becoming pregnant or from becoming a parent as a condition of receiving athletics aid.
- Our athletics department medical coverage policy for student-athletes applies to pregnant or parenting student-athletes as it applies to all student-athletes. The policy can be found in Teamworks.
- Our pregnant and formerly pregnant students who wish to continue to participate in athletics are entitled to assistance and rehabilitation on the same basis as such assistance is provided to student-athletes with other temporary disabilities.

#### **In order to assist our student-athletes:**

- If the student-athlete so desires, our athletics department will help the pregnant or parenting student-athlete plan for his or her continued academic progress, in accord with the university's educational mission.
- If the student-athlete so desires, our athletics department will help the student-athlete return to sport after pregnancy and during parenting.
- Our athletics department will assist the student-athlete to access the pregnancy and parenting support resources that are available to all students.
- Our athletics department will publish this Policy in a publicly available Student-Athlete Handbook, make this Policy available to student-athletes and their families online, and provide specific education on this Policy for all student-athletes and their families.

#### **Reporting**

- Our athletics department will not require any student-athlete to disclose pregnancy or parenting status. Our department will work to create an environment that encourages the student-athlete to voluntarily disclose her pregnancy and his or her parenting status, in order for our institution to provide support for physical and mental health with professional health care.

- No athletics department personnel will publicly release personally identifiable health information about pregnancy without written, timely authorization from the student-athlete in the form of a release.
- When a student-athlete discloses her pregnancy or parenting status to athletics personnel, they should direct the student-athlete to this Policy. They should reiterate the department's protection of the student-athlete's team membership status and athletic aid. Athletics personnel should refer the student-athlete to the Team Physician and the Deputy Title IX Coordinator for information about pregnancy and parenting support options.
- Athletics personnel who believe that a student-athlete may be pregnant or parenting should encourage the student-athlete to consult with the Team Physician.

### **Enforcement and Non-Retaliation**

- University policies prohibit harassment or discrimination on the basis of pregnancy and/or sex, as well as retaliation. The university has policies regarding Human Rights<sup>5</sup>, Sexual Harassment<sup>6</sup>, Anti-Harassment<sup>7</sup>, and Anti-Retaliation Policy<sup>8</sup> protects university members from retaliation.
- Any member of the athletics department who becomes aware of conduct that violates this policy or any other policy described here must report the conduct to an appropriate official, such as the Deputy Title IX Coordinator or the Office of Civil Rights Compliance (OCRC)<sup>9</sup>. The athletics department and university will make every effort to maintain appropriate confidentiality.

### **Footnotes**

1. 20 U.S.C. § 1681-1688; 34 C.F.R. § 106.40 Marital or Parental Status; §106.37, Financial assistance; § 106.21, Admission and Recruiting; § 106.57, Employment.  
Available at: <http://www.ed.gov/policy/rights/reg/ocr/edlite-34cfr106.html>
2. Throughout this Policy, the terms “pregnant” and “pregnancy” encompass pregnancy-related conditions, as listed in the sentence above.
3. Health Insurance Portability and Accountability Act of 1996 (HIPAA), Public Law 104-191; Family Educational Rights and Privacy Act of 1974, (FERPA) 20 U.S.C. § 1232g (2000); Protection of Pupil Rights Amendment, (PPRA), 20 U.S.C. § 1232h (2000).
4. Iowa Code Section 216.9 (Unfair or Discriminatory Practices—Education), retrieved from <https://www.legis.iowa.gov/DOCS/ACO/IC/LINC/Chapter.216.pdf>
5. UI Policy on Human Rights, see <https://opsmanual.uiowa.edu/community-policies/human-rights>
6. UI Sexual Harassment and Sexual Misconduct Policy, see <https://opsmanual.uiowa.edu/community-policies/sexual-harassment-and-sexual-misconduct>
7. UI Anti-Harassment Policy, see <https://opsmanual.uiowa.edu/community-policies/anti-harassment>
8. UI Anti-Retaliation Policy, see <https://opsmanual.uiowa.edu/community-policies/anti-retaliation>



9. Office of Civil Right Compliance, see <https://diversity.uiowa.edu/daod/ocrc>

**List of resources:**

Student-athletes may contact any of the following resources for support or assistance:

Senior Associate AD, Compliance & Sport Performance/SWA	(319) 335-9598
Director of Sports Psychology & Student-Athlete Mental Health	(319) 356-1353
Director of Athletic Training Services	(319) 335-9391
Director of Athletic Performance	(319) 384-2914

  

University Counseling Service	319-335-7294
Planned Parenthood	877-811-7526
Women's Resource & Action Center (WRAC)	319-335-1486
Emma Goldman Clinic	319-337-2111

Additional information is available from the following websites:

- UI Obstetrics and Gynecology: <https://uihc.org/services/pregnancy-care>
- UI Lactation support and resources: <https://hr.uiowa.edu/employee-well-being/family-services/lactation-facilities-resources>
- UI Children and Family Resources: <https://worklife.uiowa.edu/categories/children-family-resources>

**[RECOMMENDED BY SAW, ADOPTED BY PCA, AND APPROVED BY THE PRESIDENT IN 2008; REVISIONS PROPOSED BY HEALTH ADVISORY COMMITTEE, SEPT. 2013, REVIEWED BY SAW SEPT. 8, 2014. REVISED MAY 2016]**

**ADOPTED AS AN ATHLETICS DEPARTMENT POLICY, AUGUST 2024**

**APPROVED BY PCA, NOVEMBER 2024**

**PRIMARY LOCATION: ATHLETIC DEPARTMENT MEDICAL POLICIES**

## **Appendix I. Online Courses**

It is the policy of the PCA that student-athletes must enroll in a minimum of three semester hours in a traditional face-to-face course each Spring and Fall semester. Only online courses offered by the UI may be used by student-athletes toward meeting progress toward degree requirements for athletics eligibility. Exceptions to this policy must be approved by the Associate Director for Student-Athlete Academic Services in consultation with the Faculty Athletics Representative and the Chair of the Academic Achievement Subcommittee of the PCA.

[APPROVED BY PCA, NOVEMBER 2, 2017]