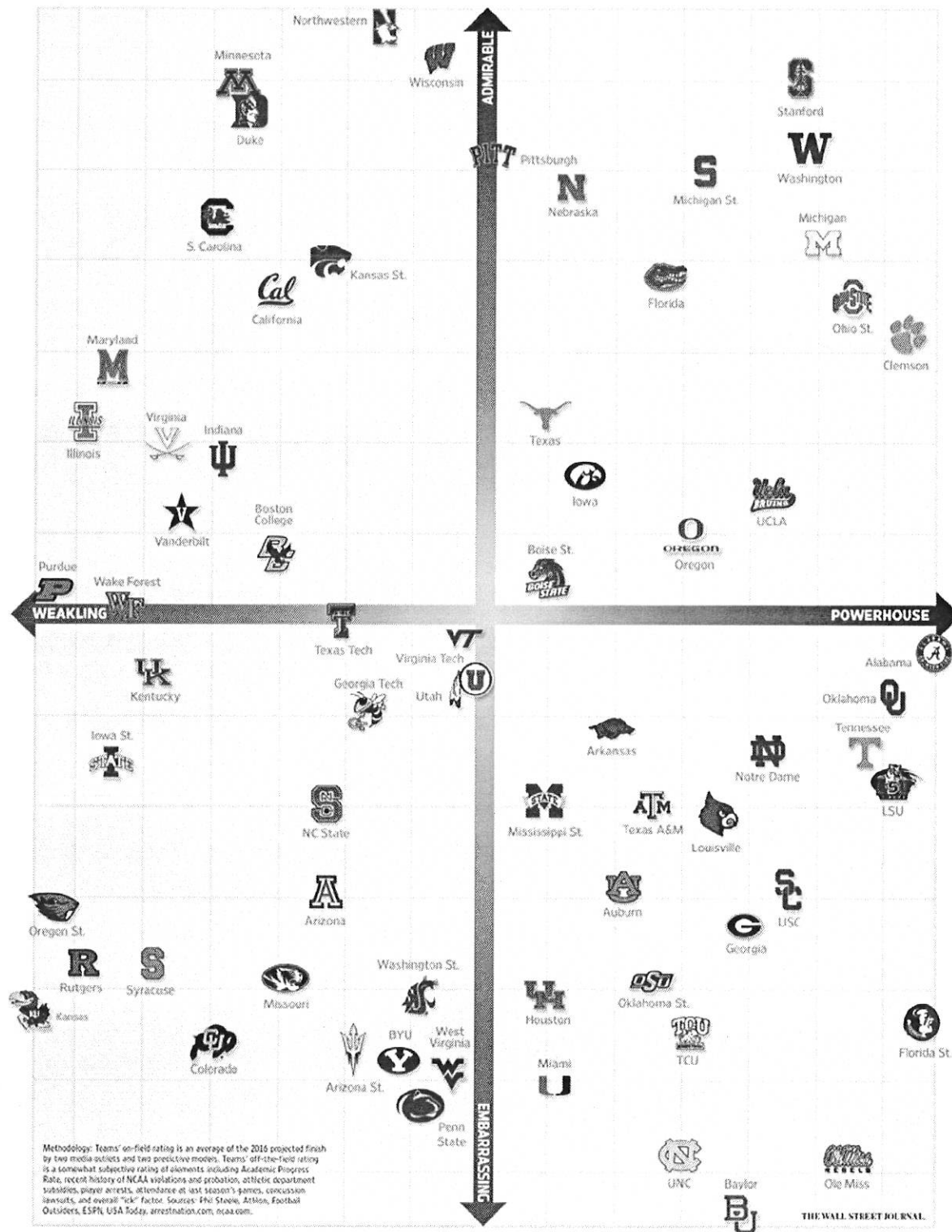


VC, 19 SEP 2016



# **Student-Athlete Disciplinary Policy**





# Code of Conduct

---

- Participating in intercollegiate athletics is a privilege, earned through hard work and discipline in the classroom, as well as in the athletic arena.
- The student-athlete accepts the responsibilities that go along with his/her association with the University of WI Athletic Program.
  - Public figures and their conduct reflects on teammates, coaches, the university, and themselves.
  - The student-athletes are expected to conduct themselves in a responsible manner at all times.



# Student-Athlete Disciplinary Policy

---

## The Purposes of the Policy

- Provide procedures demonstrating that allegations of misconduct are taken seriously.
- Provide procedures that require that sufficient information is obtained to render the appropriate action.
- Clarify and reinforce the standards of behavior expected of student-athletes.
- Treat student-athletes *fairly*.
- Assure confidence in the *integrity* of the process by minimizing the potential for conflict on the part of administrators, coaches, and student-athletes.



## Athletic Department Rules and Policies

---

This policy applies when a student-athlete has been charged with or arrested for a crime based on conduct involving:

- Causing serious physical injury
- Creating a serious danger to the personal safety of another person
- Making a credible threat of serious physical injury
- Sexual assault
- Delivering/possessing with intent to deliver a controlled substance
- Felony theft or felony criminal damage to property
- “Stalking” as defined in UWS 17.02(14)
- Repeated violations of the criminal law that raise the concerns addressed by the policy



# **Student-Athlete Disciplinary Policy**

---

## **Why have a separate policy for student-athletes?**

- All UW student-athletes are subject to UWS 17, Student Nonacademic Disciplinary Procedures.
- All UW student-athletes are subject to team rules developed by the head coach of each sport.
- Status as a student-athlete creates special responsibilities as a representative of the University.





## Student-Athlete Disciplinary Policy

---

This policy specifies the procedure to be used to respond to allegations of misconduct by student-athletes.

- Arrests of or charges of specified crimes will result in ***immediate suspension*** and factual inquiry.
- A four-person group will decide whether the facts support disciplinary action and what the discipline should be:
  - Athletic Board Chair
  - Board member (chosen by Chair)
  - Coach Alvarez
  - Chancellor (or representative)
- The student-athlete may appeal the decision to the Athlete Discipline Appeal Committee.



# **Student-Athlete Disciplinary Policy**

---

## **Deciding Whether the Policy Applies**

- When there is a good faith question about whether the letter or the spirit of the policy applies, the Athletic Director shall decide, in consultation with the Chair of the Athletic Board, whether the policy applies.





# Student-Athlete (SA) Disciplinary Policy

---

## If the Policy Applies: Immediate Suspension Pending Factual Inquiry

- The SA shall be suspended immediately from competition and practice with his or her team.
- Any financial aid will remain in place.
- The SA's name will remain on the squad list and with Student-Athlete Services.
- The SA will have access to weight training and sports medicine facilities.
- The SA will have access to academic support services.
- ***The coach for the SA does not make the suspension decision.***
- Suspension shall be followed immediately by prompt factual inquiry.



## **Student-Athlete (SA) Disciplinary Policy**

---

In some cases, certain information may not be available for a considerable period of time after arrest. In consultation with others the Chair of the Athletic Board, may:

- Based on the available facts, refer the case for decision under Section 8 of the policy.
- Reinstate the SA until sufficient facts are available.
- If two weeks have elapsed since the date of the suspension, and the SA has not been reinstated or the case has not been referred for decision under Section 8 of the policy, the SA may request that a decision be made within 3 days.



# Student-Athlete (SA) Disciplinary Policy

---

## Decision About Discipline

- When the inquiry has been completed, the Committee shall consider the following range of dispositional measures:
  - Reprimand
  - Denial of specified privileges [e.g., functions during bowl trips of tournament appearances]
  - Imposition of reasonable terms and conditions on continued status as a team member
  - Restitution
  - Counseling, and/or participation in a program of training [e.g., drug or alcohol abuse, sexual harassment, etc.]
  - Other measures suggested by the athlete's coach
  - "Community service"
  - Apology
  - Continued suspension
  - Dismissal from the team
  - Reinstatement



# Student-Athlete (SA) Disciplinary Policy

---

## **The SA Has the Right To Appeal the Disposition**

- The SA may appeal the disposition by requesting a hearing before the Athlete Discipline Appeal Committee.
- The request for appeal shall be made in writing to the Athletic Director within 5 days of the decision about discipline.
- **The committee members will be selected to avoid actual or apparent conflict of interest and include:**
  - **Chair: UW Athletic Board Academic Affairs Committee**
  - **A coach**
  - **A student representative on the Athletic Board**
  - **A representative of the Chancellor's Office**
- The committee will schedule the appeal hearing within a reasonable period of time.
- The committee may be advised by counsel from Administrative Legal Services or designee.



## Student-Athlete (SA) Disciplinary Policy

---

- The student-athlete may be represented by counsel or other advisor.
- The student-athlete's counsel or other advisor is allowed to address the committee.
- The Athletic Director, Chair on the Athletic Board, designated member of the Athletic Board, or the Chancellor's designee shall appear before the committee to explain the decision and the basis for it.
- The formal rules of evidence do not apply.
- The hearing is closed to the public.
- The committee shall decide whether to affirm the original decision or modify it.
- If the committee modifies the original decision, it may impose any of the dispositional alternatives set forth in Section 8 of this policy except dismissal from the team and increasing the length of the suspension.





# **Policy and Procedure are Good Things!**