

Howard College Hawks

Athletics Procedure Manual

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INTRODUCTION

This manual was written to state the philosophy, goals and procedures of the Department of Intercollegiate Athletics. The administration feels that the Department will function more efficiently if its staff and students will follow the guidelines contained herein. This manual is within the framework of the philosophy of Howard College and in no way supersedes any official policy of the college. It is merely meant to expand on these policies and procedures that apply to athletics. Any general information concerning policy and procedure not contained in this manual can be found in the Howard College Employee Handbook, College Catalog, or Student Handbook or related supplements.

All questions or concerns not answered by this manual should be directed to the Athletic Director. Questions concerning policy should either be directed to the Executive Dean of Students or the Executive Vice President.

PURPOSE AND PHILOSOPHY

Howard College operates a strongly competitive intercollegiate athletics program consisting of men's and women's basketball, men's and women's rodeo, men's baseball, women's softball, men's and women's cheerleaders and student trainers. Each is conducted with a multipurpose philosophy.

The program serves as a unifying source that provides a sense of pride and loyalty with the community. Student-athletes provide entertainment and a positive way to allow the citizens of Howard County to show support to the College. They also give the College a common bond with the community and provide local, state, and national exposure. All students are given a rallying point and a sense of pride and identity in their school. Athletic events are a gathering and mixing place for the student body and allow for opportunities of fellowship and camaraderie.

The purpose of the program is as follows:

- (1) To provide student-athletes with quality academic programs. To guide and assist student-athletes in obtaining a two-year degree which will prepare them for further study or occupational careers. To provide an atmosphere in which a student-athlete can compete safely and effectively, and at the same time learn to manage their lives in such a way that they can gain life skills that include academic, social, and work competencies to allow their being the best they can be after leaving college.
- (2) To allow students at Howard College to experience top-flight competition. To learn the particular skills with which they compete and provide a basis for further athletic participation.
- (3) To provide a program that prepares students for citizenship in society.

The term student-athlete is a reality at Howard College; these young men and women are provided an opportunity to attend an academic institution second to none at the community college level. At the same time, they have the opportunity to pursue a goal and experience a part of college campus life. During their two years, they are given the opportunity to grow, mature, and develop not only as athletes but also as students in the pursuit of knowledge and life skills.

GOALS

The primary goal of the Department of Intercollegiate Athletics at Howard College is to be successful. Measurement of this success can be performed in a variety of ways, with a meaningful balance between the following categories:

ACADEMIC ACHIEVEMENT

Most important to the future of a student-athlete is success in the classroom. To claim success on the athletic field, the athlete must also advance in the academic arena. With this in mind, Howard College strives to graduate athletes with an Associate Degree. This not only furthers their athletic career, but more importantly, draws them closer to an academic degree past the Associate level.

ATHLETIC ACHIEVEMENT

Team success is the most important goal. However, successful teams are composed of successful individuals. Because of our high level of competition, Howard College has produced many professional, All-American, All-Region, and All-Conference selections.

COMPETITIVE ACHIEVEMENT

Howard College has full scholarship, NJCAA Division I programs that are fully financed and supported by the College and the community. Facilities are second to none, and community support is tremendous. Therefore, the College would not expect to recruit and finance athletes that are not truly winners in every sense of the word.

PERSONAL ACHIEVEMENT

Away from the athletic arena, individual growth and development of the student-athlete must be an area of concern and, in the case of Howard College, pride. Teamwork, communication skills, a sense of personal satisfaction, reinforcement of positive attitudes, and self discipline are traits that will benefit the athlete personally and socially in the years after organized athletic participation at the community college level. Howard College can deliver more than praise on the court, as these young people are exposed to a wealth of positive values and skills that will form the basis of their future.

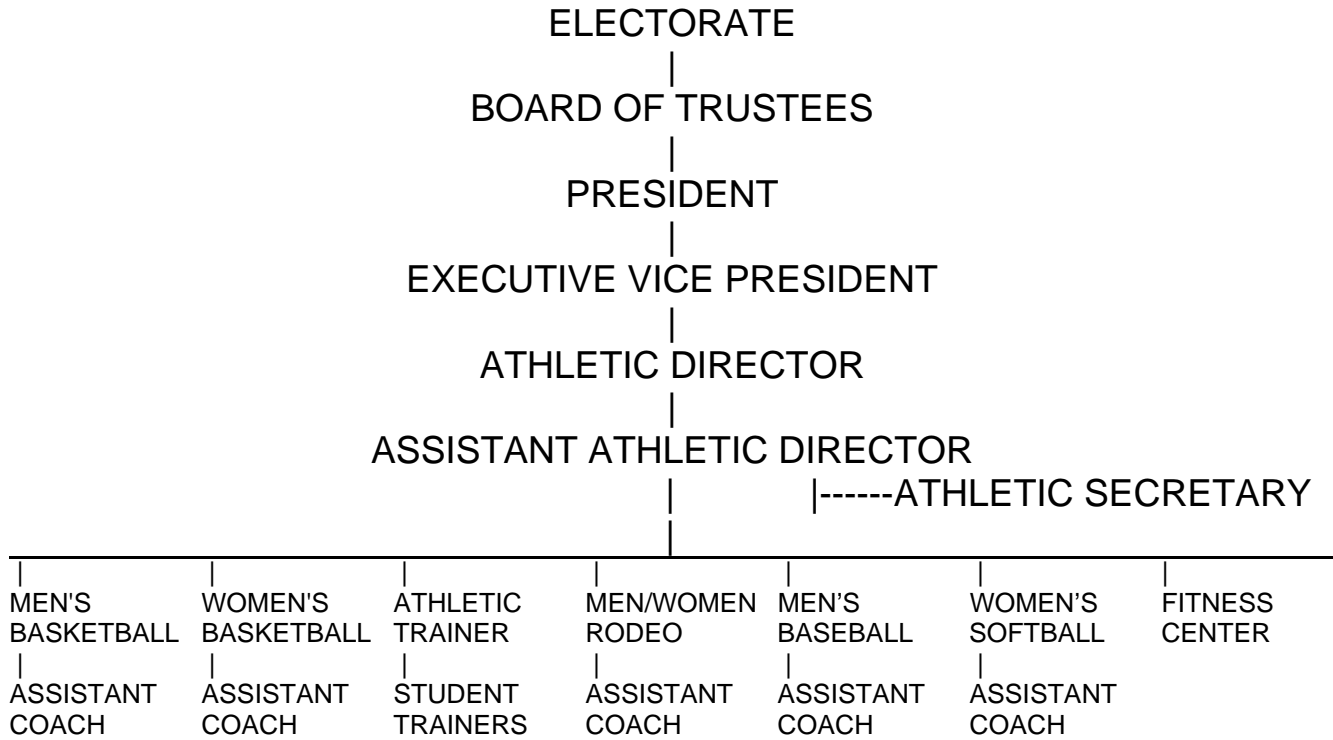
PROMOTION OF COMPETITIVENESS

All of the above goals are included in this phase. Expecting the student-athletes to be as "good as they can be" and fostering a competitive environment in the classroom as well as the athletic arena, promotes skills needed to survive in the "real world" after athletics and academics have ended. The futures of communities depend on the ability of individuals to become productive citizens; the competition and knowledge experienced at Howard College can translate into success after graduation. The College demands that the student-athletes play and act like winners, on and off the court. This is the ultimate goal of any athletic program.

SCHOOL IMAGE

The Department of Intercollegiate Athletics, on the whole, is one of the most visible ventures of Howard College. Therefore, the image in which it is portrayed must always be positive. Whether at the local, state, regional, or national level, the student-athletes and Department of Intercollegiate Athletics staff must be a positive advertisement for the College and the community by their attire, speech, attitude, and actions.

ORGANIZATIONAL STRUCTURE



FACILITIES

There are many different facilities on the Howard College Campus that are utilized, supervised, or operated by the Department of Intercollegiate Athletics. These are:

DOROTHY GARRETT COLISEUM

The Dorothy Garrett Coliseum, the home of the Hawk basketball teams, seats 4500 people. It is equipped with individual arm rest seats, public address system, an electronic scoreboard and lighted elevated press sections. It is used for home basketball games, area high school play offs, graduation, and many other community activities.

RACQUETBALL COURTS

The Dorothy Garrett Coliseum has three racquetball courts. Courts may be used when the building is open. The courts are not available during coliseum events.

HAROLD DAVIS FITNESS CENTER

The Fitness Center houses an aerobic super circuit, walking track, basketball court, and free weight room. This facility is also utilized for Intramural and Extramural Activities that are opened to Howard College students, faculty and staff.

JACK BARBER FIELD--BASEBALL PARK

Howard College has a competitive baseball ballpark located on campus. The park has seating for 500 fans plus a field house. It is utilized by Hawk Baseball teams and public school baseball teams for playoff games.

FOUNDATION FIELD--SOFTBALL PARK

Howard College has a competitive softball ballpark located on campus. The park has seating for 250 fans and a concession stand with restroom facilities. It is utilized by Hawk Softball teams and public school softball teams for playoff games.

RODEO ARENA

The Howard College rodeo arena is the practice facility for the Rodeo teams at Howard College. This facility has stalling area for student's horses, a trailer parking area and houses the practice livestock for the Howard College Rodeo program.

EVERETT BLACKBURN SPORTS MEDICINE FACILITY

The Everett Blackburn Sports Medicine Facility is home to Howard College sports medicine. The facility is well equipped to treat injuries and illnesses for student-athletes and visiting teams. The facility has electrical stem and ultra sound machines, whirlpools, a rehab area and a taping area.

ADMISSIONS

Howard College has an open door admission policy. Individuals that do not have a high school diploma may be admitted on an individual basis. For more information on the Howard College admissions requirements please see the Howard College Catalog that is available on the Howard College website.

The Advising Center located in the Administration Building is available to all students. Advisors discuss career and educational goals with students so that an educational plan can be drawn for each individual. The testing center, located within the STEPS lab, also makes available various types of tests to help student-athletes determine their aptitudes, interests, scholastic strengths and weaknesses that are helpful in making a career decision.

PROCEDURE

Student-athletes should have their academic records sent to the registrar at Howard College and should complete an Application for Admission. All necessary records must be furnished before admission is complete and a transcript from Howard College can be obtained.

Student-athletes may be admitted to HCJCD in the same manner as any other student by meeting any of the admission criteria as stated in the HCJCD Catalog.

PLACEMENT EXAMINATION

To ensure that all student-athletes have the opportunity to succeed in their academic pursuits, the college requires that students participate in the mandated testing programs. If the test results indicate a need for rededication in any areas, the students will be placed in preparatory classes. More detailed information can be obtained in the HCJCD Catalog or by calling the Advising and Career Center.

ATHLETIC SCHOLARSHIPS/FINANCIAL AID

Howard College offers scholarships in accordance with the guidelines of the NJCAA. A scholarship may consist of:

1. Tuition and Fees
2. Room and/or Board
3. Books and course-related material (see guidelines below). Scholarship monies do not pay for online course related materials from outside colleges.
4. Transportation costs one time per academic year to and from college.

These scholarships may be divided by tuition and fees only or other combinations according to scholarship agreements between the coach and the student-athlete. Any government financial aid awarded may be used for part of the student athletic scholarship.

The number of Scholarships/Letter of Intent that may be awarded are limited by NJCAA, WJCAC and Howard College. These scholarships are awarded on athletic prowess and ability to participate in the academic process successfully.

Two types of forms are used for scholarships. First is the NJCAA Scholarship/Letter of Intent form issued by the NJCAA. Each coach should be familiar with the instructions on these forms. Second is the Howard College Scholarship Agreement. The forms are kept on file in the Athletic offices..

All eligibility forms discussed in the previous paragraph must be completed for each student-athlete prior to disbursing athletic scholarship funds.

GRANTS: Student-athletes should apply for all types of financial assistance available through Howard College including grants, work study, and loans. The student's aid package is based on funds available from all sources at the time of packaging. Information on the types of aid available is listed in the current Howard College Catalog.

SCHOLARSHIP BOOK LOAN GUIDELINES: The fall and spring semester book scholarship amount is \$250 per semester. The summer book is \$100 per course. This program covers lab manuals, calculators, note packets, one-time use books, and books for Internet classes originating from Howard College. We will not purchase Internet books for VCT or other classes that do not originate from Howard College. This book loan program will not purchase computer disks, USB Flash drives, pens, paper, pencils, notebooks, backpacks or other "supplies" that the students may need for class. All books and materials loaned must be returned at the end of the semester on or before the specified return date. This is the responsibility of the student.

At the beginning of each semester, books, access codes and all other materials must be picked up within the first two weeks of classes. A book return due-date will be set before books are released; usually this will be noon on Friday after finals. This date will be provided to students in writing at book checkout time. Scholarship books and materials not returned on or before the required return date and time will be charged to the student at actual cost. **Late returns will not be accepted.** Items charged to the student become the property of the student and the student's records will be tagged for the amount due plus sales tax. Students may then keep, sell, or dispose of these books or other items as they wish. All charges must be cleared before a transcript will be issued or before the student can register for classes again at Howard College.

ATHLETIC AUTHORIZATION TO PARTICIPATE POLICY

Howard College's Head Athletic Trainer is to be the person who evaluates and recommends if an athlete, cheerleader, student athletic trainer, or student athletic manager should participate in any type of physical activity or official athletic assigned duties if they are injured or ill. If in the opinion of the Head Athletic Trainer that student needs further medical attention, he or his appointee will get the proper medical attention necessary, for the area of specialty for the needed medical attention, as soon as it is possible, for the indicated seriousness of the injury or illness. The Head Athletic Trainer is to use Howard College team physicians, dentists, and optometrist when possible.

The policy further states that:

1. If the Head Trainer is unavailable, the Head Coach, Sponsor, or Assistant Coach will be responsible to see that medical attention is secured. If possible they should use one of Howard College's team physicians, dentists, or optometrists.
 - A. The Head Athletic Trainer's job description states that he is to "recruit student athletic trainers who are knowledgeable concerning athletic injuries and illnesses. If the Head Athletic Trainer feels that any student athletic trainer is not capable of handling basic or emergency injuries or illnesses, he is to state that opinion to the Head Coach, Sponsor or Assistant Coach of the sport that the student trainer is covering.
 - B. It is suggested that on road trips the Head Coach, Sponsor, or Assistant Coach will consult with the student athletic trainer, other licensed athletic trainers in attendance or physicians, if Howard College's Head Athletic Trainer is unavailable.
 - C. The Head Athletic Trainer is to establish certain policies for student athletic trainers to follow concerning common basic emergencies due to injuries or illnesses.
 - D. If pre-existing conditions of injuries or illness are present, the Head Athletic Trainer is to discuss these and the possible problems that could arise and what to do if these problems do occur with the student athletic trainer, Head Coach, Sponsor, or Assistant Coach of that sport.
2. The Head Athletic Trainer is to notify the Head Coach, Sponsor or Assistant Coach of any medical problem that is occurring with any athlete or cheerleader, and any further information received from physicians, dentists, or optometrists concerning this problem. Notification should be on a timely basis. Notification of emergency situations should be as soon as possible. The Head Athletic Trainer should also notify the student athletic trainer of any medical situations.
3. The Head Coach, Sponsor or the Assistant Coach are to notify the Head Athletic Trainer or student athletic trainer of any medical problem that is occurring with any athlete, cheerleader, or student athletic manager and of any further information received from physicians, dentists, or optometrist concerning this problem, especially if it is from a non-Howard College team physician, dentist, or optometrist. Notification should be on a timely

basis. Notification of emergency situations should be as soon as possible. Student athletic trainers are to notify the Head Athletic Trainer of any type of injury or illness as soon as possible.

ELIGIBILITY

ACADEMIC

There are four levels of compliance for student-athletes at Howard College.

1. NJCAA - Athletes must maintain at least 12 semester hours per semester and must keep a satisfactory G.P.A. to be in compliance with the NJCAA.
2. WJCAC - Often the conference has stricter or narrower guidelines. These may be found in the conference handbook which is available in the Athletic Offices.
3. State - Texas has certain standards that pertain to all students. All incoming student-athletes must take the THEA during their first semester of college. Their score reveals the academic progress of each student upon entering college.
4. Howard College - The College has its own set of standards a student must meet in order to remain in good academic standing. Athletes must meet the same standards as any other student as described in the HCJCD Catalog, Student Handbook, or any other policy that applies to HCJCD students.

All participating student-athletes must be certified on an eligibility form that is sent to the NJCAA and Regional V Director each semester. The form is checked and signed by the Howard College certification officer. Any student-athlete not meeting any of the four levels of compliance is immediately removed from participation.

REMOVAL OF SCHOLARSHIP

If a student-athlete fails to represent the college in an acceptable social, athletic, or academic manner, the student-athlete's scholarship may be removed by the head coach. These violations include, but are not limited to, violations of any of the rules contained in this Athletics Procedure Manual, the use of alcohol and/or drugs, poor class attendance, unauthorized absence from practice or contests, conduct which results in the student-athlete being removed from the residence hall or voluntary resignation of the student-athlete from the team.

The head coach will first meet informally with the student athlete to explain the basis for the removal of scholarship and to explain the student's right to a hearing.

Before a student-athlete's scholarship may be removed for one of the aforementioned reasons, the student-athlete will be afforded a hearing at which the charges and evidence against the student will be presented, and the student-athlete will be allowed to respond with his/her own explanation/evidence.

Prior to the hearing, the student-athlete will be provided written notice of the hearing, which will include the following information:

- a. the time, date and location of the hearing;
- b. the violation alleged to have occurred including the particular provision(s) of the Athletics Procedure Manual and/or the Intercollegiate Substance Abuse Program involved;
- c. if the violation involves a controlled substance the student-athlete will be informed of the particular type of alcohol or drugs alleged to have been found;
- d. a general description of the evidence and/or witness testimony which supports the alleged violation;
- e. that the student-athlete will have the right to have counsel present at the hearing. Howard College also has the right to have counsel present. If a student-athlete wishes to have counsel present, the student-athlete shall notify the Howard College Athletic Director* in writing of the student-athlete's intention to have counsel present. The student-athlete must provide this written notice at least 5 business days prior to the date of the hearing.

A hearing will be conducted. At a reasonable time prior to the hearing, the student-athlete shall meet with the Athletic Director*, at which time the student-athlete will have a chance to admit or deny the charges. If the charges are denied, the evidence against the student-athlete will be presented at the hearing. At the hearing, the student-athlete will be allowed:

- a. a reasonable period of time to present any evidence he/she feels pertinent, including documentary evidence and/or the presentation of witnesses;
- b. the student-athlete will be given a chance to cross examine any of Howard College's witnesses and to examine, review and respond to each piece of evidence presented;
- c. after the presentation of evidence the matter will be taken under consideration and a ruling will be made based on the evidence and nothing else;

- d. the student-athlete will be provided with the ruling, and an explanation of the reasons for the ruling;
- e. the proceedings will be recorded by tape recorder and/or by stenographer.

The Athletic Director* shall be the person with Howard College who is responsible for scheduling and organizing the hearing, and for providing written notice of the hearing to the student-athlete as described above.

If the student-athlete refuses to attend the hearing or is absent from the hearing, Howard College may reissue notice of the hearing if it so desires, or Howard College may take the charges as admitted, and shall issue a ruling and an explanation of the reasons of the ruling to the student-athlete's last known address.

When a student-athlete's scholarship is removed due to one of the above listed violations, the athlete may be responsible for financing applicable costs for their schooling from that day forward, if these rights are stated or adopted by reference in the "Other Conditions" section of the student-athlete's scholarship agreement. This financial burden will be computed on a daily pro-rata basis (the room charge and tuition is never pro-rated) and will begin the day following removal of the scholarship and will continue to the end of the semester.

If a student-athlete voluntarily quits the team after the season has begun, (after the first contest) the student-athlete's scholarship may be removed and the athlete may be responsible for financing applicable costs for their schooling, if these rights are stated or adopted by reference in the "Other Conditions" section of the student-athlete's scholarship agreement. At its discretion, Howard College may prorate the scholarship from (1) the first date of the semester, or (2) from the date of departure to the end of the semester. If the student-athlete voluntarily leaves the team prior to the first contest, Howard College may remove the scholarship and charge the student-athlete for all educational expenses for the semester.

In the event that (1) the student-athlete is removed from the team for one of above-listed violations, or (2) the student-athlete voluntarily quits the team after the season has begun, and the right of Howard College to charge for educational expenses and costs is not set out in the "Other Conditions" section of the scholarship agreement, Howard College may require the student-athlete to attend practice and games, and to perform reasonable work (including but not limited to videotaping games, working with sports equipment, performing reasonable clean-up duties, etc.) in exchange for continuing to receive the scholarship. If the student-athlete does not comply, the scholarship may be revoked at that time for discipline reasons. If the student-athlete is removed from the team for one of the above-listed violations, or if the student-athlete quits the team after the season has begun, and if the student-athlete complies with all reasonable work asked to be performed, then the scholarship remains in effect through the end of the semester as stated in the scholarship agreement.

* If the athletic director is the head coach, then the head trainer will fulfill the procedural guidelines.

REMOVAL FROM TEAM

Separate and apart from the removal of a scholarship, if a student-athlete fails to represent the college in an acceptable social, athletic, or academic manner, the head coach of the team may also remove the student-athlete from the team without removing the scholarship. Both scholarship and non-scholarship student-athletes are subject to final removal from the team. The violations that warrant removal from the team include, but are not limited to, violations of any of the rules contained in this Athletics Procedure Manual, the use of alcohol and/or drugs, poor class attendance, unauthorized absence from practice or contests, conduct which results in the student-athlete being removed from the residence hall or voluntary resignation of the student-athlete from the team, and/or at the discretion of the head coach if the coach feels that the participation of the student-athlete on the team is counterproductive to the good of the team. The procedure for removal from the team is independent from the procedure for removal of a scholarship.

The head coach may remove the student-athlete from the team on an interim basis. Within (3) three days of the date the student-athlete receives notice of the removal from the team, the student-athlete shall have the right to request a meeting with the coach of the team and the Director of Athletics, to discuss the circumstances and justification for the interim removal, and the possibility of reinstatement. The request must be in writing and submitted to the Athletic Director within (3) three days. If the student-athlete does not request a meeting within 3 days, the interim suspension from the team shall become final. The scholarship student-athlete's ability to participate in sporting events and practices during the time period of the interim suspension shall be left to the discretion of the head coach of the team. If the head coach of the sport in question is also the Athletic Director, then the meeting will be conducted by the Executive Vice President and the head coach in the place of the Athletic Director.

RECRUITING

There are many types and combinations of programs on all levels of collegiate athletics. Some offer full scholarships (Division I), some tuition and fees (Division II) and none at all (Division III). Because athletics is a visible advertisement for a school, each school strives to obtain the best athlete available to represent their school. Therefore, recruiting is a very competitive practice on all campuses that compete in athletics.

Howard College is a NJCAA Division I school and a member of the Western Junior College Athletic Conference. The conference has the reputation of being one of the most competitive in the country. Recruiting quality athletes is high priority for our staff.

PHILOSOPHY

No school, regardless of size, can have a successful athletic program unless the philosophy of the entire program is similar. Our philosophy is consistent throughout the athletic department. The similar expectations of attitude, attendance, grades and team success cause togetherness among athletes of all programs. Because of these expectations, there are several basic criteria for the recruitment of athletes in all programs. Listed below:

1. Ability - To be competitive we must recruit talented athletes. We must recruit athletes that can contribute to the program.
2. Attitude - Athletes must work hard academically and athletically. Therefore, they must have a positive attitude. A poor attitude causes dissension and diminishes the program.
3. Academic achievement - All athletes at Howard College must maintain the proper hours and G.P.A. set forth by the NJCAA while progressing toward a degree. If these requirements are not met, they become ineligible and lose their scholarship.
4. Geographic Region - The recruiting philosophy at Howard College is based on region:
 - a. Local
 - b. Texas
 - c. Southern States
 - d. United States
 - e. International (see below)
5. International Athlete Policy
 - a. No actual recruitment outside of the United State - referrals only.
 - b. Ability to meet college foreign student admission requirements.
 - c. Each international athlete will be evaluated on a case by case basis and must be approved by the college administration.
 - d. The maximum number of foreign student-athletes* will be six per year for the athletic program with no sport having more than two. These scholarships will be offset by Hawk Flight Club donations and gift in kind.
 - e. Men's and Women's Rodeo will be considered as separate sports.
 - f. All other requirement for student athletes must be met.

* Student-athletes who graduate from U.S. High Schools and who intend to remain in the U.S. will be considered foreign students for NJCAA purposes, however, these students will not be considered in the two students per sport limit for Howard College.

6. **Criminal Convictions or Pending Criminal Charges**
Coaches should screen prospective athletes for criminal convictions or pending criminal charges. It is the duty of prospective athletes with criminal convictions or pending criminal charges, or who is on probation or who is on deferred adjudication, to disclose this information to the coach.

Approval of any student with criminal charges or pending criminal charges to be on scholarship or to participate in any athletic program must be given in advance and in writing by the college administration.

METHODS

Throughout our program there are basic methods used by coaches to find prospective athletes. These are:

1. Publications - Newspapers, magazines, newsletters all list an athlete's accomplishments.
2. Scouting Service - There are several of these services coaches can subscribe to.
3. Word of Mouth - Coaches hear from alumni, boosters and other coaches about prospects they have seen.
4. Actual Competition - Coaches continually travel to games, meets, rodeos and other competitions to observe talent.
5. Referrals - University coaches may refer athletes to Howard College coaches, hoping they can recruit them in two years. High school coaches may help seniors find a junior college where they may play.
6. Recruiting visits are regulated by NJCAA guidelines.

COORDINATION

The recruiting process utilizes many areas of the college. The coach deals with the following after signing a prospective athlete:

1. Athletic Director - Scholarship approval, recruiting, travel and purchase orders.
2. Executive Vice President - Travel, vouchers, purchase orders.
3. President or Executive Vice President sign scholarships/ letters of intent.
4. Financial Aid Office - Scholarship processing and approval, grant applications, student loans, scholarship agreements.
5. Registrar's Office - Transcripts, pre-registration, etc.
6. Outreach/Recruiting Office – Admissions recruiting packets.
7. Dean of Students – Residence Hall reservations, meal plans.
8. Maintenance - Insures that facilities are in proper condition.
9. Athletic Trainer – To review all medical paper.

CONCLUSION

Recruiting is a complex operation that never ends. The coaches are continually making contacts for future prospects.

Recruiting at Howard College is conducted within the guidelines of the NJCAA. Coaches are required to know and follow the policies and regulations to the full spirit of their intent.

ACADEMIC GUIDANCE

At Howard College a top priority of the Department of Intercollegiate Athletics is the academic success of all student-athletes. The college also has many policies that aid in this goal. A student-athlete is given every chance for success through:

TESTING

Entering students are tested and placed in areas of remediation where needed.

MONITORING

All student-athletes are graded on attendance and attitude and are monitored throughout the semester by the coaching staff through the Department of Intercollegiate Athletics Progress Report. The student-athlete is expected to sign a consent form allowing the Department of Intercollegiate Athletics to monitor their grades and attendance and to discuss these grades and attendance with parents, guardians, and recruiters.

TUTORING

Tutoring is available through the faculty and Educational Support Services Department. Students are encouraged to make use of all services including individual tutors, study halls, ABE, preparatory classes, the Learning Resource Center and the STEPS Lab.

ADVISING

Each student is required to receive academic advising. The Faculty Advising Team and services are provided via the Advising and Career Center.

ACADEMIC INTEGRITY

The goal of the Howard College Athletic Department is to promote the academic success of our student-athletes. This is to be done in a way that promotes the highest standard of academic integrity. All student-athletes may and should use tutoring and preparatory services as these are needed and available. All students are to do their own work. Tutoring and/or preparatory programs are only to supplement and to enhance the student-athletes' educational endeavors and the success of their educational achievements. No member of the athletic department or any other person is to do the student-athlete's work.

Any course work taken by a student-athlete through any other educational institution should only be initiated by the student-athlete through the Howard College Counseling office. Coaches or other athletic personnel are not to be involved with any course work done outside of Howard College. Student-athletes are solely and individually financially responsible for any and all costs for such courses taken outside of Howard College. Further, the student-athlete should bear any appropriate costs of any Howard College services or facilities used while completing such courses (long distance calls, postage, FAX, etc.). Coaches should not be a part of any financial arrangements for courses taken outside of Howard College.

RED SHIRT

All NCAA Division student-athletes are guaranteed five years in which to participate for four years at athletic competition. There are three reasons for a student-athlete to red-shirt. One is due to the student-athlete not having accumulated enough academic hours to graduate at the end of the year. Therefore, this person attends classes and practices, accumulates hours but saves that year of athletic participation eligibility.

The second reason for red-shirting is to provide the student-athlete with a year of practice to improve their skill level in order to be able to secure an athletic scholarship from a four year institution.

Finally a student-athlete may red-shirt due to a season ending injury. This must occur before the athlete engages in interscholastic competition. If the student-athlete participated in a single sanctioned athletic contest, he/she will have to apply for a medical hardship request from the NJCAA. If the request is granted, the student-athlete will be awarded another year of athletic competition.

ATHLETIC ABSENTEE POLICY

Class absences are unacceptable unless on an approved college trip or activity. The faculty is sent memoranda by the Dean of Students prior to all excused absences. Below is the information each Coach should submit to the Dean of Students office 48 hours prior to the absence:

1. Date and time of the competition. (Practices are not excused.)
2. Time students need to be dismissed.
3. A list of all students, including managers and /or trainers that will be absent.

Students should be encouraged to meet with their instructors prior to the absence and make arrangements for make-up assignments and/or exams. Students may be required to complete assignments and/or exams prior to the absence.

Athletes who have unexcused absences or unexcused tardies in a class will be disciplined by the Coach or the Athletic Director.

All coaches are expected to support the faculty and demand that all athletes participate in classroom activities and assignments as required by each faculty member.

ATHLETIC EQUIPMENT

All equipment issued to student-athletes is the property of Howard College and will be cared for in the proper manner.

It is the responsibility of each coach to see that this occurs. At the end of the season, all equipment will be returned, cleaned and stored for the next year.

All teams should have a positive appearance during competition, and a system of replacement should be in effect for each program.

All school issued equipment should be worn in practice or competition only.

When making approved purchases, each department must follow all Howard College policies and procedures as established by the Board and administration. Specific guidelines can be found in the Employee Handbook and the Purchasing Manual. Both documents are available on the Howard College website or from the purchasing department.

RESIDENCE HALLS

Student housing is under the supervision of the Executive Dean Student Services through the Student Life Coordinator.

ATHLETIC RESPONSIBILITIES

1. Each spring semester Coaches may reserve the number of beds he/she will need for his/her team for the next academic year. At this time the Head Coach and the Student Life Coordinator will agree on the location of the rooms. Additionally, all roommate assignments will be made by the Head Coach and the Residence Hall Supervisor. Any student leaving a team may immediately be moved to a non-team held room. Any students whose roommate leaves the dorm may be reassigned to another room or have another student assigned to their room.
2. Each student must pay or have on file a \$100 dorm deposit prior to occupying a room in the residence hall.
3. Coaches provide assistance in supervision and for the behavior of their student athletes residing in college housing.
4. Curfews are set and monitored by individual coaches.
5. When leaving town overnight, student athletes must notify their coach.
6. Coaches should randomly and periodically check student athlete's rooms for cleanliness.

Other residence hall regulations are listed in the Student Handbook available on the Howard College website. The Residence Hall Room and Board Contract is also available on the Howard College website.

POSITION DESCRIPTIONS

Position descriptions for all employees in the athletic department may be found in the Human Resources Department. The position descriptions are also reviewed by both the supervisor and the employee during the evaluation process.

TRAVEL

Throughout the year there is much off campus travel involving staff and athletic teams. This travel includes games, meets, matches or rodeos, scouting, clinics, recruiting and meetings. All college "Request to Travel" form must be submitted and approved prior to departure. Employee and student travel must follow all college policies. The travel policy can be found in the HCJCD Employee Handbook on the Howard College website.

STUDENT USE OF COLLEGE VEHICLES

Students may never drive college vehicles without being under the direct supervision of a college employee unless approved in advance and in writing by the Athletic Director or the Executive Vice President.

Students who are approved to drive college vehicles must be pre-cleared by the office of the Executive Vice President. A driving record check and 15 Passenger Van Safety Course will be required before a student can drive college vehicles. The 15 Passenger Van Safety Course is available at no charge at the College Library/LRC. A certificate of completion will be issued when the class is passed and the Executive Vice President's office will be notified when this class is passed. A request must be at least one week in advance to obtain/complete these steps.

BUDGETING & EXPENDITURES OF FUNDS

Budgeting and expenditure of funds follow standard college policies and procedures as established by the Board and administration. Specific guidelines can be found in the Employee Handbook and the Purchasing Manual. Both documents are available on the Howard College website or from the purchasing department.

KEYS

All campus keys are issued through the Personnel Office. Issuance of keys to students must be approved by the Athletic Director, the Executive Vice President and the President.

Below are several important rules to follow concerning keys:

1. Never loan your keys to another person.
2. Always keep your keys in a safe place.
3. If for some reason your keys are broken, misplaced or lost, notify the Human Resources department immediately so procedures can be followed.
4. Lost or missing keys will be replaced and charged to the individual at a cost of \$40 per key. In addition, the employee may be responsible for the expenses of a relock for the affected areas. Stolen keys will be replaced at no cost if the request is accompanied by a copy of the police report.

Consult the Howard College Employee Handbook for the complete Key Policy.

TELEPHONE

The telephone is a great tool in the operation of the Department of Intercollegiate Athletics. It is important that the telephone is used but not abused.

OFFICE

All calls should be of a business nature. Personal calls are not to be charged to the College.

LONG DISTANCE CALLS WHILE TRAVELING

Upon request, each coach may be issued a long distance calling card and/or cell phone. This card and number or cell phone should be kept in your possession only and not to be used by athletes.

MONTHLY BILLING APPROVAL

All coaches must review their monthly bill to guard against abuse or misuse by unauthorized persons. Exceptions should be reported to the Executive Vice President immediately.

STUDENT LONG DISTANCE

Students are never allowed to charge long distance calls to the college. Emergency calls may be placed by coaches or staff on behalf of student-athletes.

CELL PHONES

Cell phones may be approved for certain employees who are regularly required to be away from their respective work telephone or as deemed appropriate by the college administration. It is expected that some personal calls will be made and/or received on these telephones. Under normal circumstances, no personal phones calls should be made out-of-area or when the cell phone is on roam. Students are never allowed to use college cell phones. When an employee is in his/her office, they are encouraged to use the local land lines when making phone calls.

HAWK FLIGHT CLUB/OTHER FUND RAISING

The Hawk Flight Club is made up of businessmen, civic groups and citizens of Big Spring who help support our athletic program. Hawk Flight Club membership is attained by either a cash or "gift-in-kind" contribution. In return, the Hawk Flight Club member receives benefits at their contribution level.

The funds collected through Hawk Flight or other fund team raising are deposited in a college account and are part of the college audit. This procedure complies with NJCAA and SACS rules.

Any fund raising by a special group within the Department of Intercollegiate Athletics must be coordinated with the college Development office and approved by the Athletic Director.

SPECIAL EVENTS

Remembering that Howard College is an educational institution and that the Department of Intercollegiate Athletics exists ***only*** as a part of that education, there are several events that occur during the school year that demand mandatory attendance by all personnel. These events are as follows:

1. Graduation Exercises
2. In-Service Programs
3. Departmental Meetings
4. Committee Assignments
5. Faculty Meetings
6. Awards Convocation
7. Other Special Assignments

**HOWARD COLLEGE
DEPARTMENT OF INTERCOLLEGIATE ATHLETICS**

MEDICAL EXAMINATION POLICY

Howard College requires that all athletes and cheerleaders receive a physician's medical examination and have a yearly completed medical history questionnaire before any type of Howard College sponsored physical exercise. This is to include all scholarship athletes or cheerleaders and those trying out or walk-ons. Student athletic trainers and student athletic managers are to receive a physician's medical examination and have a yearly medical history questionnaire as soon as possible and situation permits. They are never to be in an organized and structured exercise without this medical examination. Athletes are expected to pay for medical examinations. Athletes may be examined by team physicians at any time. The college may pay for physicals in some cases for scholarship athletes.

The policy further states that:

1. If any of the above mentioned persons require further tests for major medical problems before they are cleared to participate by Howard College team physicians, in Howard College athletics, cheerleading or official assigned athletic duties, they will have to pay for these required examinations and tests themselves. Howard College will release any athlete, cheerleader, student athletic trainer, or student athletic manager who can not pass the medical examination.
2. During the recruiting process Howard College coaches and sponsors are encouraged to appropriate medical and insurance information as possible about the recruit.
3. If a scholarshiped recruited person fails to mention any major medical problem before coming to Howard College, it is not the responsibility of Howard College to keep this person on scholarship. Also, the college is not responsible for their transportation home, if they choose to leave Howard College.

INJURY / ACCIDENT POLICY

Any Howard College athlete, cheerleader, student athletic trainer, or student athletic manager who is injured while participating in a practice, game, or performing official athletic assigned duties, while on-campus or off-campus, for Howard College must report that injury as soon as possible to one of the following:

1. A student athletic trainer
2. The head athletic trainer
3. The coach or sponsor of their sport

The policy further states that:

1. Proper medical attention will be provided by Howard College through its Head Athletic Trainer or his appointee, for the above mentioned athletic related injuries/accidents. If the opinion of the Howard College's Head Athletic Trainer or

his appointee is that the injury/accident requires further medical attention, an appointment for services to the proper injury/accident related physician or visit to a hospital will be arranged by the Head Athletic Trainer or his appointee. Emergency situations will be handled on a case by case scenario.

2. The above mentioned persons are not to go to a physician or hospital without prior approval of Howard College's Head Athletic Trainer or his appointee in order for Howard College to pay for that visit. Emergency situations will be handled on a case by case scenario.

INJURY / ACCIDENT INSURANCE

The Howard College athletic injury/accident policy provides insurance for its athletes, cheerleaders, student athletic trainers, and student athletic managers while participating in the play, practice, or official assigned athletic duties. It is in excess or secondary to any other collectible insurance benefits. This simply means that any claim for benefits must first be filed with the insurance company providing primary coverage to the above mentioned persons through their own or their parents and/or guardian's insurance company.

Bodily injury/accident is generally defined as an injury resulting from participation in a Howard College sporting event, including activities or travel directly related to participation on Howard College teams in contests or in official college practices supervised by a coach.

Howard College at their discretion may pay for minor athletic related injuries/accidents that are under the cost of \$500.00 without filing on insurance.

Howard College will not pay for the following athletic injuries/accidents, but will make an attempt to see that the above mentioned persons get to a physician or hospital. The student will be responsible for any charges for care provided to them.

1. If the above mentioned students are not currently enrolled at Howard College.
2. If the athletic injury/accident is non-related to the Howard College Athletic Program.
3. If the injury/accident is related to a prior injury before attending Howard College.

ILLNESS POLICY

Howard College does not provide health insurance or pay for charges associated with major illnesses of athletes, cheerleaders, student athletic trainers, and student athletic managers. Transportation will be provided or arranged, if needed. Howard College may not be listed as the responsible party for treatment or care of these illnesses.

For example, Howard College will not pay for care due to illnesses such as appendicitis, but will make an attempt to see that the student gets to a physician and/or hospital. Howard College will not be responsible for treatment of sexually-transmitted diseases.

DENTAL POLICY

Howard College will pay for dental injuries to athletes, cheerleaders, student athletic trainers, and student athletic managers that occur while they are participating in a practice, game, or performing official athletic assigned duties, while on-campus or off-campus, for Howard College. They are to report that injury as soon as possible to one of the following:

1. A student athletic trainer
2. The head athletic trainer
3. The coach or sponsor of their sport

The policy further states that:

1. Howard College will not pay for basic dental needs such as having cavities filled, and extraction of teeth. If transportation is needed to get to a dentist, it will be provided. Howard College will not pay for dentist ordered prescriptions for the above mentioned dental problems.
2. Howard College will not pay any other dental needs, extended dental work, or oral surgery, unless it is a Howard College athletic related injury. Howard College will make an attempt to see that if the above mentioned persons fall into this area, that they get a dentist or oral specialist.
3. The above mentioned persons must be currently enrolled or waiting for immediate enrollment (5 days) to Howard College to be covered under the Howard College Athletic Dental Policy.
4. The above mentioned persons are not to go to a dentist or oral specialist without prior approval of Howard College's Head Athletic Trainer or his appointee if Howard College is expected to pay for that visit, any tests or medications prescribed unless it is an emergency situation.

DENTAL INSURANCE

Howard College does not carry dental insurance except that which is covered under Howard College's Athletic Injury/Accident Insurance Policy, for its athletes, cheerleaders, student athletic trainers, or student athletic managers.

OPTICAL POLICY

Howard College will not pay for eye examinations for athletes, cheerleaders, student athletic trainers, or student athletic managers. If an eye examination determines that glasses or contacts are needed, due to a Howard College athletic related injury or assigned athletic duties, this cost may be paid for by the college. If the eye examination determines that glasses or contacts are needed, and the need was not caused by the above mentioned reasons HC will not pay for the glasses or contacts.

Howard College will pay for the replacement costs of glasses or contacts of the above mentioned persons, if they are currently wearing glasses or contacts and they are damaged or lost (contacts only) in Howard College athletic related practices, games, or official athletic assigned duties. These are to be basic replacement costs and not an upgrade of glasses or contacts.

1. The above mentioned persons must be currently enrolled or waiting for immediate enrollment (5 days) to Howard College to be covered under the Howard College Athletic Optical Policy.
2. The above mentioned persons are not to go to an optometrist without prior approval of Howard College's Head Athletic Trainer or his appointee. Without prior approval, Howard College may not cover these costs.

OPTICAL INSURANCE

Howard College does not carry optical insurance except that which is covered under Howard College's Athletic Injury/Accident Insurance Policy, for its athletes, cheerleaders, student athletic trainers, or student athletic managers.

INJURY AND ILLNESS RESPONSIBILITIES

Howard College athletes, cheerleaders, student athletic trainers, or student athletic managers are to notify one of the following if they are injured or become ill due to participation in practice or games or official athletic assigned duties.

1. Head Athletic Trainer
2. Another Student Athletic Trainer
3. Head Coach or Sponsor of that sport or group
4. Assistant Coach of that sport or group

See the Athletic Injury/Accident Policy, Athletic Illness Policy, Athletic Dental Policy or the Athletic Optical Policy for additional information.

INTERCOLLEGIATE ATHLETICS SUBSTANCE ABUSE PROGRAM

The term “*athlete*” shall mean and include all athletes, cheerleaders, student athletic trainers, and student athletic managers.

Introductory Statement

The Administration of the Howard County Junior College District (HCJCD), as well as its health service professionals, substance abuse counselors and coaches, strongly believe that the use and/or abuse of the drugs listed later in this policy (excluding those drugs prescribed by a physician to treat a specific medical condition) can:

1. Seriously affect the performance of individuals as students and as athletes;
2. Be detrimental to the physical and mental well being of its student athletes, no matter when such usage should occur during the year;
3. Be dangerous to the athlete and his/her teammates in athletic competition to practice; and
4. Be detrimental to the spirit of fair competition.

Consequently, the use and/or abuse by a student athlete of the drugs listed later in this policy (excluding those drugs prescribed by a physician to treat a specific medical condition when taken in accordance with the prescription), is deemed a violation of the student athlete’s intercollegiate athletic team rules and shall subject the student athlete involved to the sanctions provided in this policy.

Therefore, the HCJCD is implementing the substance abuse program for its student athletes using many of the resources already available to all college students.

ATHLETES ARE FREE TO REFUSE TO CONSENT TO DRUG TESTING UNDER THIS PROGRAM. HOWEVER, ATHLETES WHO DECLINE PARTICIPATION IN THE PROGRAM, WHICH IS DESIGNED TO PROTECT THE HEALTH AND REPUTATION OF THE STUDENT ATHLETE, WILL **NOT** BE ELIGIBLE FOR, **NOR** SHALL BE PERMITTED TO RECEIVE FURTHER SCHOLARSHIPS OR TO PARTICIPATE IN, INTERCOLLEGIATE ATHLETICS FOR THE HCJCD. AN ATHLETE WHO REFUSES TO TEST FOR DRUGS AS PROVIDED IN THIS POLICY, AFTER INITIALLY CONSENTING TO DRUG TESTING, SHALL BE CONSIDERED TO HAVE MADE A DECISION **NOT** TO PARTICIPATE IN THE HCJCD PROGRAM AND AGREE TO FORFEIT HIS/HER SCHOLARSHIP IMMEDIATELY.

An athlete who is already in the HCJCD’s intercollegiate athletics program and who refuses to participate in this drug testing program will be notified of his/her **impending** probation from the District’s intercollegiate athletic program before such prohibition takes effect.

He/She will be given the opportunity to meet with the Athletic Director, the student athlete's Head Coach, assistant coach so designated by the Head Coach, and the Head Athletic Trainer to be heard on the matter of the impending prohibition from participation in the intercollegiate athletics program.

PURPOSE OF THE PROGRAM

The purpose of the college's Substance Abuse Program is not to interfere unduly with the private lives of student athletes. Its primary purpose is to aid the student athletes directly. Such assistance is consistent with the specific goals of the program which are to:

1. Provide educational counseling concerning the effect of substance abuse on athletic activities;
2. Deter substance abuse by student athletes;
3. Identify in a confidential way any participant in the Program who may be abusing a specific drug;
4. Counsel any participant in this Program so identified regarding such involvement as it may affect him/her and his/her teammates;
5. Encourage the proper treatment of any chronic chemical dependency;
6. Provide reasonable safeguards that every participant in the Program is medically fit to engage in intercollegiate athletic competition; and
7. Encourage discussion at all appropriate levels about usage of controlled substances.

IMPLEMENTATION OF THE PROGRAM

When an athlete is recruited to engage in an intercollegiate athletic sport, the program will be discussed with the recruit, who will be given a copy of the program which they must sign and return. All new and returning athletes will be required annually to sign a form acknowledging receipt and understanding of the program and shall be requested to give their consent to participate in the program on a Drug Consent Form to be provided.

TYPE OF DRUG TESTING

Howard College may drug test by the following methods:

- Entire athletic team*
- Random*
- Reasonable cause*
- Post accident*
- Return to participation*

Drug test may be conducted for the substances listed below:

- | | | | |
|----|---------------------|----|-----------------|
| a. | COCAINE | b. | BENZODIAZEPINES |
| c. | MARIJUANA | d. | METHADONE |
| e. | AMPHETAMINES | f. | PROPOXYPHENE |
| g. | OPIATES | h. | METHAQUALONE |
| i. | PHENCYCLIDINE (PCP) | j. | ALCOHOL |
| k. | BARBITURATES | l. | STEROIDS |

ENTIRE ATHLETIC TEAM

Howard College may drug test an unlimited number of times, any or all of their athletic teams, including the cheerleaders and student athletic trainers whenever they wish to as an entire team drug test.

RANDOM DRUG TEST

Howard College may randomly drug test its athletes, cheerleaders, student athletic trainers, or student athletic managers one or more times each semester or enrollment period for up to ten (10) members that a team or group has, one member of the team or group may be chosen as a random drug testing. Student athletic managers are considered to be within the sport for which they work. Student athletic trainers are considered a separate group from any other team or group. Names of the above mentioned students will be selected by a random selection process.

REASONABLE CAUSE DRUG TEST

Howard College may drug test at any time any athlete, cheerleader, student athletic trainer, or student athletic manager if there is reasonable cause. Reasonable cause is to be considered from the following:

1. Tardiness or missing of enrolled classes.
2. Tardiness or missing of scheduled practices and games.
3. Inconsistency of grades and performance, including athletics.
4. Personality changes or withdrawal from usual activities.
5. Financial problems or unexplained financial gains.
6. Poor conditioning proportion to the time of year as compared to the amount of time to condition.
7. Unexplained depression, euphoria, or hyperactivity.
8. Abrupt or dramatic change in friends.

9. Confrontation with teachers, staff members, or administrators.
10. Breaking of the general Howard College rules and regulations, including those of the Residence Hall and Student Union, or athletic team rules.
11. Fighting
12. Abnormal personal behavior at athletic practices or games.
13. DWI, police involvement, fighting, or any abnormal behavior.
14. Self admittance.

POST ACCIDENT DRUG TEST

Post Accident Drug Testing may be conducted following any accident. The test shall be made at least within 32 hours, but only when it has been determined that the student is not in any immediate danger.

POSITIVE TEST RESULTS

If the results of said test show a positive use of illegal drugs, steroids, or alcohol, a meeting will be scheduled to take place within a reasonably prompt period of time, not to exceed 48 hours, so that the student-athlete will have an opportunity to discuss the matter. The Head Athletic Trainer shall be the person with Howard College who is responsible for scheduling and organizing the meeting, and for providing notice of the meeting to the student-athlete as described above. On a case-by-case basis, the Head Athletic Trainer shall determine which Howard College officials will attend the meeting. These persons should, if possible, include the Director of Athletics, the Head Coach of the sport, the Head Athletic Trainer, and the Executive Dean of Student Services. At the meeting, the student-athlete will be given an opportunity to present any rebuttal evidence or mitigating circumstances he/she feels important. No decision may be made prior to this meeting. Following the meeting, a decision will be made concerning the student athlete's continuing participation in athletics at HCJCD by the Director of Athletics, the Head Coach of the sport, Executive Dean of Student Services and the Head Athletic Trainer. The student-athlete will not be allowed to participate in an athletic contest until a decision has been made.

The decision will be one of the following:

1. A probationary period for a designated period of time.
2. Suspension from the team for the remainder of the semester or the remainder of the school year.
3. Removal from the team as allowed by the **Removal From Team** section of the Athletic Procedure Manual.
4. Loss of scholarship as allowed by the **Removal of Scholarship** section of the Athletic

Procedure manual.

5. Other disciplinary actions by Head Coach or Dean of Students in accordance with college policy.

Furthermore, if the results of said test show a positive use of illegal drugs, steroids, or alcohol, the specimen of that athlete can be retested. Athletes can be retested to assure that the athlete continues to show negative use of illegal drugs has occurred.

In all situations where a scholarship is removed, student-athletes will be informed of their right to a hearing. If the student-athlete refuses the hearing, the student-athlete must sign a form stating their acknowledgment and understanding of their right to a hearing and their waiver of the hearing. These procedures are outlined in the **Removal of Scholarship** section in the Athletics Procedure Manual.

If the student disagrees with being removed from the team he/she will be informed of their right to a meeting as outlined in the **Removal From Team** section of the Athletic Procedure Manual.

RETURN TO PARTICIPATION DRUG TESTING

Return to Participation Drug Testing will be conducted when:

The test can be performed anytime after the athlete has “cleaned up” and wants to return to participation and the Head Coach of the Sport, Head Athletic Trainer, Director of Athletics, Designated Administrator and Dean of Students directly involved with Howard College Athletes so agrees.

Any Head Coach or Sponsor, Head Athletic Trainer, Director of Athletics, designated Administrator, or Dean of Students directly involved with Howard College Athletics can request a “Reasonable Cause”, “Post Accident” or “Return to Participation” drug test.

Howard College’s designated On Campus Athletic Drug Test Program administrator is its Head Athletic Trainer. The Head Athletic Trainer shall be responsible to see that the correct rules and guidelines are followed.

Results of all drug test screens will be shared with parents and/or legal guardians of the athlete without the athlete’s consent as allowed by FERPA.

Specimen collection and processing will be carried out by the College’s current drug testing provider, however, Howard College reserves the right to use another drug testing company if it so desires.

The name and address of the company selected to do drug testing will be provided upon request.

Every practical effort will be made to assure the accuracy and confidentiality of the test results. The records will be secured by the Head Athletic Trainer.

AMENDMENTS OR MODIFICATIONS TO THE PROGRAM

This program may be modified or amended, with the approval of the President and Board of the HCJCD. Such amendments or modifications shall apply to, and be effective for, all athletes in the HCJCD intercollegiate athletics program. The HCJCD Substance Abuse Program, its Board of Trustees, its offices, employees and agents are hereby released from any legal responsibility or liability as a result of their compliance herewith.

EMOTIONAL WELL BEING

The College strives to provide a positive state of emotional well-being for the student athlete through a multi-area approach.

The living conditions, academic guidance, personal counseling and self-esteem building are some of the ways to make them feel comfortable and accepted in the academic environment.

STUDENT ACTIVITIES PHILOSOPHY

In accordance with Howard College's concern for the overall development of the student, the philosophy of Student Activities is to contribute to that development by offering educational, recreational, social leadership, and governance programs. These programs are designed to compliment the college's academic programs and to enhance the personal development of the student. It is the desire of Student Activities to offer programs which will allow the student the opportunity to get involved as an active participant or simply participate passively. The programs are designed to be educational as well as entertaining and of such a variety that there is something for everyone. By providing such programming, the student is given the opportunity to grow both personally and socially and learn more about themselves.

A variety of clubs and organizations including academic, social, special interest, and honorary societies are available to the student. Student Government Association helps students develop their leadership and governmental skills, and student intramurals are offered as additional extracurricular activities.

INTRAMURAL PROGRAM

Howard College conducts an Intramural Program through the fall and spring semesters that provides a physical outlet for all students. Student athletes are eligible for participation in all but their scholarship sport with the consent of their head coach.

The Intramural Program is administered by college employees or scholarship students and is partly funded by Student Activities fees. The Intramural Program director reports to the Director of the Fitness Center who reports to the Athletic Director.

A successful Intramural Program is vital to campus life. Therefore, the Athletic Staff should always be cooperative and sensitive to concerns and needs of the Intramural Program.

EVALUATION

EMPLOYEE EVALUATION

All personnel will be evaluated according to the evaluation schedule specified by College Policy.

PROGRAM EVALUATION

The athletic program will be evaluated by the Program Review Committee during regularly scheduled meetings of this committee as specified by College Policy. Files of these evaluations will be maintained by Howard College.

ATHLETIC COMMITTEE REVIEW (evaluation)

The athletic program will be reviewed by the Athletic Committee of Howard College. Files of these committee minutes will be maintained by Howard College.