

- Sports Camps  
You are **not eligible** if you were a winner of any athletics participation award in high school (includes ninth grade level), preparatory school or junior college and before you enrolled at your institution, the institution, members of its staff or a representative of its athletics interests employed or gave you free or reduced admission to its sports camp or clinic. [Bylaw 13.12.1.6]
- Visits, Transportation and Entertainment – All Sports
  - You are **not eligible** under Bylaws 13.5, 13.6 or 13.7 if, before you enrolled at your institution, any of the following happened to you:
    - You accepted expense-paid visits to more than five NCAA institutions or more than one expense-paid visit to one member institution;
    - Your one expense-paid visit to the campus lasted longer than 48 hours;
    - Your institution paid more than the actual round-trip cost by direct route between your home and the campus when you made your one expense-paid visit;
    - Your institution paid for you to visit during your first year in a junior college, and you were not a qualifier;
    - Your institution entertained you, your parents (or legal guardians) or your spouse outside a 30-mile radius of the campus during your expense-paid visit; or
    - Your institution entertained you, your parents (or legal guardians) or your spouse excessively during your expense-paid visit, or entertained your friends or other relatives at any site.
  - You are **not eligible** if your institution paid for you to visit its campus before the first day of classes of your senior year in high school. [Bylaw 13.6.2.2.1]
  - You are **not eligible** if your institution paid for you to visit its campus before you presented the institution with a score from a PSAT, SAT, PLAN. An international prospect who requires a special administration of the PSAT, SAT, PLAN (or PACT Plus) or ACT, may present such a score on the approval of the NCAA Division I Academic Cabinet or the NCAA Division I Initial-Eligibility Waivers Committee. [Bylaw 13.6.3]
  - You are **not eligible** if your institution paid for you to visit its campus before you presented the institution with a high school (or college) academic transcript.
  - You are **not eligible** if, at any time that you were visiting your institution's campus at your own expense, your institution paid for anything more than the following:
    - Three complimentary admissions for you and those individuals who came with you to an athletics event on campus in which your institution's team practiced or competed. [Bylaw 13.7.2.1]
    - Transportation, when accompanied by a staff member, to see off-campus practice and competition sites in the prospect's sport and other institutional facilities located within a 30-mile radius of the campus. [Bylaw 13.5.3]
  - You are **not eligible** if, when you were being recruited, staff members of your institution or any representatives of its athletics interests paid the transportation costs for your relatives or friends to visit the campus or elsewhere. However, your friends, relatives or legal guardians may receive cost-free transportation to visit a member institution's campus only by accompanying you at the time you travel in an automobile to visit the campus. [Bylaw 13.5.2.2.1]
  - You are **not eligible** if, when you were being recruited, your institution gave you complimentary admissions to more than one regular-season home game scheduled outside your institution's community, or gave you more than three complimentary admissions to that one regular-season home game scheduled outside your institution's community. [Bylaw 13.6.7]
  - You are **not eligible** if, when you were being recruited, a staff member of your institution's athletics department spent money other than what was necessary for the staff member's (or representative's) personal expenses during an off-campus visit with you. [Bylaw 13.14.2]

- Precollege or Postgraduate Expense – All Sports  
You are **not eligible** if your institution or any representative of its athletics interests offered you money, directly or indirectly, to pay for any part of your educational expenses or other expenses during any period of time before you enrolled at your institution. This applies to your postgraduate education as well. [Bylaw 13.15.1]

## The University of Montana Hazing Policy

General misconduct includes all forms of misconduct, except academic misconduct. Some, but not all, of the acts listed below are criminal acts under the laws of Montana. In all cases, the University concerns itself with general, or non-academic, misconduct insofar as it directly affects the University community. General misconduct is subject to University disciplinary action(s), and includes:

***Hazing, defined as an act which endangers the mental or physical health or safety of a student, or which destroys or removes public or private property, for the purpose of initiation, admission into, affiliation with, or as a condition for continued membership in a group or organization.***

### Disciplinary Sanctions

1. Sanctions for violating the Standards of Student Conduct may include any one or more of the following:
  - a. **Expulsion.** The student is permanently separated from the University and/or from any University-owned or controlled property or events. This sanction requires administrative review and approval by the Vice President for Student Affairs & Dean of Students.
  - b. **Suspension.** The student is separated from the University for a specified period of time, and may also be excluded from participation in any University-sponsored activity. This sanction requires administrative review and approval by the Vice President for Student Affairs & Dean of Students.
  - c. **Disciplinary Probation.** The student continues attendance at the University and is subject to restrictions and/or conditions imposed by the University for a specified period of time.
  - d. **Disciplinary Warning.** The student is warned that further misconduct may result in severe disciplinary sanctions.
  - e. **Restitution.** The student is required to make payment for damage to the University as a result of violation of this Code.
  - f. **Other Sanctions.** In addition to or in lieu of the above, other sanctions may be imposed. For example, the student may be evicted from Residence Halls or Family Housing for disciplinary violations in, or relevant to, those facilities, may be prohibited from attending campus events or participating in organized activities, and/or may be required to attend and complete classes, programs, workshops, or counseling dealing with specific issues, such as drug and alcohol abuse and sexual offenses, as conditions of current or future enrollment.
2. Repeated or aggravated violation of this Code may result in more severe disciplinary sanctions than any individual violation might warrant.
3. Committing any act prohibited by this Code may result in expulsion or suspension from the University unless specific and mitigating factors are present. **Factors to be considered in mitigation may include the present attitude and past disciplinary record of the offender, as well as the nature of the offense and the severity of any damage, injury, or harm resulting from it.** Expulsion and suspension require administrative review and approval by the Vice President for Student Affairs & Dean of Students, who may alter, defer, or withhold the sanction.
4. Notification of any sanction imposed is sent to appropriate University officials.

5. Readmission. Following suspension for general misconduct, readmission to the University is dependent upon the student's compliance with the conditions designated at the time of suspension and the student's fitness to return to the campus community. These decisions are made by the Vice President for Student Affairs & Dean of Students upon consultation with appropriate professional staff on campus and/or in the community. Appropriate documentation, depending upon the nature of the original violation and the conditions of suspension, is required.

**Upon readmission, the student is placed on disciplinary probation for a designated period of time with required conditions and expectations of behavior monitored by a designated campus professional(s).**

## The University of Montana Academic Misconduct Policy

Academic misconduct is subject to an academic penalty by the course instructor and/or a disciplinary sanction by the University. Academic misconduct is defined as all forms of academic dishonesty, including but not limited to:

1. **Plagiarism:** Representing another person's words, ideas, data, or materials as one's own.
2. **Misconduct during an examination or academic exercise:** Copying from another student's paper, consulting unauthorized material, giving information to another student or collaborating with one or more students without authorization, or otherwise failing to abide by the University or instructor's rules governing the examination or academic exercise without the instructor's permission.
3. **Unauthorized possession of examination or other course materials:** Acquiring or possessing an examination or other course materials without authorization by the instructor.
4. **Tampering with course materials:** Destroying, hiding, or otherwise tampering with source materials, library materials, laboratory materials, computer system equipment or programs, or other course materials.
5. **Submitting false information:** Knowingly submitting false, altered, or invented information, data, quotations, citations, or documentation in connection with an academic exercise.
6. **Submitting work previously presented in another course:** Knowingly making such submission in violation of stated course requirements.
7. **Improperly influencing conduct:** Acting calculatedly to influence an instructor to assign a grade other than that actually earned.
8. **Substituting, or arranging substitution, for another student during an examination or other academic exercise:** Knowingly allowing others to offer one's work as their own.
9. **Facilitating academic dishonesty:** Knowingly helping or attempting to help another commit an act of academic dishonesty, including assistance in an arrangement whereby any work, classroom performance, examination activity, or other academic exercise is submitted or performed by a person other than the student under whose name the work is submitted or performed.
10. **Altering transcripts, grades, examinations, or other academically related documents:** Falsifying, tampering with, or misrepresenting a transcript, other academic records, or any material relevant to academic performance, enrollment, or admission.

### Penalties

Depending on the severity of the acts of academic misconduct, a student may incur one or more of the following penalties:

1. **Academic Penalty by the Course Instructor:** The student receives a failing or reduced grade in an academic exercise, examination, or course, and/or is assigned additional work which may include re-examination.

2. University Sanctions A penalty exceeding the academic penalty may be imposed by the University. Sanctions (a) through (d) require administrative review and approval by the Provost & Vice President for Academic Affairs.
  - a. Denial of a Degree: A degree is not awarded.
  - b. Revocation of a Degree: A previously awarded degree is rescinded.
  - c. Expulsion: The student is permanently separated from the University and also may be excluded from any University-owned or -controlled property or events.
  - d. Suspension: The student is separated from the University for a specified period of time and also may be excluded from participation in any University-sponsored activity.
  - e. Disciplinary Probation: The student is warned that further misconduct may result in Suspension or Expulsion. Conditions may be placed on continued enrollment for a specified time.
  - f. Disciplinary Warning: The student is warned that further misconduct may result in more severe disciplinary sanctions.

## Gambling, the NCAA and You



### NCAA BYLAW 10.3—GAMBLING ACTIVITIES

Staff members of the athletics department of a member institution and student-athletes shall not knowingly:

- (a) Provide information to individuals involved in organized gambling activities concerning intercollegiate athletics competition;
- (b) Solicit a bet on any intercollegiate team;
- (c) Accept a bet on any team representing the institution; or
- (d) Participate in any gambling activity that involves intercollegiate athletics or professional athletics through a bookmaker, a parlay card or any other method employed by organized gambling.

**Examples of sports wagering include, but is not limited to: the use of a bookmaker or parlay card; Internet sports wagering; auctions in which bids are placed on teams, individuals, or contests; pools or fantasy leagues in which an entry fee is required and there is an opportunity to win a prize; and reporting information on team injuries to outside individuals.**

**The NCAA defines a wager as “any agreement in which an individual or entity agrees to give up an item of value (e.g., cash, shirt, dinner) in exchange for the possibility of gaining another item of value (NCAA Bylaw 10.02.2).**

The NCAA opposes all forms of legal and illegal sports wagering. Sports wagering has the potential to undermine the integrity of sports contests and jeopardizes the welfare of student-athletes and the intercollegiate athletics community. Sports wagering demeans the competition and competitors alike by a message that is contrary to the purposes and meaning of “sport”. Sports competition should be appreciated for the inherent benefits related to participation of student-athletes, coaches and institutions in fair contests, not the amount of money wagered on the outcome of the competition.

Student-athletes are viewed by organized crime and organized gambling as easy marks. When student-athletes place bets with a bookie, they have jeopardized their eligibility and have broken the law. The bookie is now in control. If a student-athlete is sufficiently indebted or addicted, point shaving often is introduced as a way out. Bookies also use students as “runners” to collect debts and parlay sheets for which the bookie pays a commission. Gamblers also pay a commission for information related to sports teams (e.g., injury reports, morale, game plans and discipline issues).

### **Gambling Study**

#### **2003 NCAA Sports Wagering Study Primary Findings**

- Males consistently reported engaging in gambling or sports wagering activities in much higher proportions than their female counterparts.
- Approximately 69 percent of male student-athletes reported participating in *any gambling behavior* in the past year versus about 47 percent of female student-athletes.
- About 35 percent of males and 10 percent of females reported wagering on *any sporting events* in the past year, in direct violation of NCAA bylaws regarding sports wagering.
- Twenty percent of males and five percent of females have wagered on *collegiate sporting events* in the past year.
- The most frequent student-athlete gambling behaviors included playing cards or board games for money, betting on games of personal skill (pool, darts, bowling), purchasing lottery tickets, playing slot or electronic poker machines, and betting via sports cards, football pools, or parlays.
- Fewer than 50 percent of NCAA student-athletes reported knowing NCAA rules on sports wagering.
- Approximately one percent of football players reported accepting money for playing poorly in a game. One half of one percent of men's basketball players reported the same. About two percent of men's football and basketball players reporting having been asked to affect the outcome of a game.
- Student-athletes categorized as frequent or potential problem gamblers were more likely to report risk-taking and impulsive behaviors (e.g., traffic violations, making impulse purchases), to have family and friends who gamble, to use and abuse various substances, to have stolen, to have multiple sexual partners and engage in risky sexual behaviors, and to have different post-college goals than non-gamblers.

### **General Facts**

1. Forty-eight of 50 states have some type of legalized gambling (Utah and Hawaii do not).
2. Nevada is the only state where legal sports wagering exists (e.g., Las Vegas, Reno, Lake Tahoe).
3. Based upon discussions with the FBI, illegal sports wagering supports organized crime activities (e.g., prostitution, loan sharking, drugs).
4. According to the Nevada Gaming Commission, nationwide illegal sports book is \$80 to \$100 billion a year.
5. If there is a substantial illegal sports book in a city, a percentage is going to organized crime.



**IF ANYONE APPROACHES YOU REGARDING WAGERING ON SPORTING EVENTS, PLEASE CONTACT YOUR HEAD COACH, AN ATHLETIC ADMINISTRATOR OR THE COMPLIANCE OFFICE.**

## Sexual Harassment

### What is sexual harassment

In simplest terms, sexual harassment may be any behavior of a sexual nature which is unwelcome. It may consist of physical and/or verbal behavior, or other actions that intimidate or offend an individual or group of persons.

The following actions may be considered sexual harassment:

- Unwanted sexual advances, propositions, or questions
- Unwelcome touching of a person's body or clothing
- Standing close or brushing up against a person, or impeding or blocking movement
- Sexist, lewd or obscene remarks or jokes
- Sexual gesturing or leering
- Public displays of suggestive or sexually demeaning objects, photographs, posters, or cartoons
- Implied or overt threats, or punitive action as the result of rejection of sexual advances or rejection of romantic involvement
- Sexual Assault



While sexual comments or joking, personal advances, and other behaviors may occur in some cases with no harm intended, such actions can be unwanted, threatening, and **perceived as harassment**. Stopping sexual harassment in its many forms requires an increased awareness by all persons of the impact that such actions may have on others.

### Sexual Harassment is Discrimination

Sexual harassment is considered a form of unlawful discrimination under Title VII of the 1964 Civil Rights Act (as amended in 1972), Title IX of the Education Amendment of 1972, and the Montana Human Rights Act. At UM, sexual harassment may be grounds for disciplinary actions, up to and including termination of employment or student status. Discrimination and mistreatment of persons on the basis of gender or sexual orientation are also prohibited under UM's nondiscrimination and equal opportunity policies.

### What to do

If you think you may be experiencing sexual harassment, you can:

- Take Individual Action
- Seek Informal Assistance
- File a Formal Complaint

### Individual Action

Never ignore harassment; it is likely to continue and increase if you ignore it. Instead, **Speak Up Immediately** and clearly state that you are offended by the behavior and want it to stop. Never make excuses for your feelings. **Document** all incidents including dates, times, places, witnesses and descriptions of events. **Write a Letter** to the offender if the behavior continues or if talking to the offender is uncomfortable or has been unsuccessful. The letter should identify the offending behavior, explain your feelings, and make it clear that you want the behavior to stop.

### **Informal Assistance**

If you are uncomfortable with taking direct action or if you have been unsuccessful in resolving the matter, discuss your complaint with your academic advisor or appropriate dean, department head, director or supervisor and attempt, if feasible, to resolve the complaint by mutual consent.

If you feel uncomfortable discussing your complaint with administrative or supervisory staff, discuss it with any of the following:

- Women's Center
- Residence Life Assistant
- Dean of Students
- ASUM Grievance Officer
- Sexual Assault Recovery Service
- EEO Officer

### **Complaint Procedure**

Informal and formal procedures are in place to deal with the issue of sexual harassment. You may file a complaint by contacting the Equal Opportunity Officer. Grievance procedures will be discussed and you may request an investigation of your complaint. Every effort will be made to maintain confidentiality and to protect the rights of both you and the alleged offender. You will be protected from retaliation resulting from filing a complaint.

UM is committed to taking prompt, appropriate action to address complaints of sexual harassment or sexual intimidation. **Contact: Equal Opportunity/Affirmative Action, Lucy France, 243-5710.**

### **The University's Stand**

The University of Montana takes a firm stand against sexual harassment. The University affirms its belief in the right of every member of the community to work and study in an environment free of sexual harassment.

### **A Final Thought**

Harassment of any kind violates the premises of a free academic environment conducive to learning, creativity, and accomplishment. Sexual harassment especially has serious consequences, both legally and professionally, for those who harass and the institution that allows it to occur. But the personal damage suffered by the victims of sexual harassment makes it absolutely critical for the University to do everything possible to prevent its occurrence and to act swiftly and forcibly in response when it does occur.

Acts of discrimination or harassment, private or public, and policies that have the direct or indirect effect of discrimination or harassment violate the laws of the United States and the State of Montana and the policies of the Board of Regents; depart from accepted moral, ethical, and social standards; subvert entirely the possibility of academic freedom; and, if allowed to occur, damage irreparably the environment necessary and sufficient to the pursuit of learning. Those who experience discrimination or harassment should bring it to the attention of appropriate University personnel who will initiate actions to deal with it.

**George M. Dennison, UM President**

## The Value of Diversity

**Diversity**, the variety that occurs in every aspect of humanity, involving both visible and invisible characteristics.

### **Diversity within Intercollegiate Athletics**

As one of the most culturally diverse units on the UM campus, Intercollegiate Athletics places great value on the backgrounds and perspectives of all of our student-athletes. Meeting and competing with and against individuals from different races and cultures can be an extremely enriching experience. You are urged to embrace these opportunities as part of your overall educational experience. Being critical of people who are different cuts you off from all kinds of perspectives and people that can enhance the quality of your life.

Acts of discrimination or harassment will NOT be tolerated in Intercollegiate Athletics. The department fully endorses the following letter by President George Dennison. *Your responsibility to yourself* lies in being true to yourself, in taking time to think through your reactions to other people. *Your responsibility to others* lies in treating people with tolerance and respect. Be a true leader and step forward to help free our campus of discrimination of all kinds!

### **Letter from President G. M. Dennison on Campus Diversity and Harmony**

The University of Montana has a strong interest in and commitment to the preservation of a campus environment characterized by diversity and harmony. Within that context, students, faculty, and staff enjoy the freedom, respect, and support essential to the pursuit of learning and personal development and fulfillment. For these reasons, the University actively seeks to prevent any conduct or activity that undermines this supportive environment.

The University cannot maintain a diverse and harmonious environment if discrimination and harassment of any kind occur. Federal and State laws, Regental policies, and University policy clearly prohibit such conduct, and the University has developed procedures to deal with their occurrence. Moreover, as a participant in this learning community, each of us has the moral, ethical, social, and personal responsibility to respect the rights, needs, aspirations, and cultures of others. Active involvement in the maintenance of an appropriate environment represents the essence of responsible citizenship in a viable community.



Discrimination takes various forms, all offensive and detrimental to personal development and social harmony. The University does not discriminate on the basis of ethnicity, race, religion, age, sex, marital status, sexual orientation, or disability, and does not tolerate such discrimination on the campus or within its programs. Those who commit acts of discrimination, either knowingly or because of failure to consider the likely impacts of their actions, subject themselves to possible University sanctions and/or legal consequences.

Acts of discrimination or harassment, private or public, and policies that have the direct or indirect effect of discrimination or harassment violate the laws of the United States and the State of Montana, the policies of the Board of Regents, and/or the policies of The University of Montana; depart from accepted moral, ethical, and social standards; subvert the possibility of academic freedom; and, if allowed to occur, damage irreparably the environment necessary for the pursuit of learning. Those who experience discrimination or harassment should bring it to the attention of appropriate University personnel who will initiate actions to deal with it. Ms. Lucy France, the University's Equal Opportunity Officer, will explain the processes and

procedures available to those persons seeking redress or resolution of discrimination or harassment based on discrimination. Ms. France will facilitate formal or informal actions and also take the steps necessary to assure confidentiality to the extent possible and allowable. The University will protect those who report acts of discrimination or harassment from retaliation of any kind.

The President, Vice Presidents, Deans, Department Chairs, Directors, and Supervisors have the direct responsibility to make certain that neither discrimination nor harassment occurs within their areas. These administrators also provide counsel and assistance, and will initiate appropriate steps to deal with discrimination or harassment when informed of their occurrence. Each of us—whether faculty or staff member, student, or administrator—shares the responsibility to keep the campus free of discrimination or harassment. Those persons who know of such incidents should report them immediately to the appropriate administrator or to Ms. France.

Rules and regulations alone will not eliminate discrimination and harassment from a society plagued by such behavior. Only the active involvement of the citizenry of the community will have that effect. I urge each of you to join with me to maintain a fair, humane, respectful, and appropriately diverse environment on the campus so that learning, creativity, and accomplishment will continue to characterize The University of Montana.

Thank you for your assistance and support.



## **Non-Discrimination Policy Equal Opportunity and Affirmative Action The University of Montana**

The University of Montana-Missoula rigorously pursues affirmative action to provide to all people the equal opportunity for education, employment, and participation in University activities without regard to race, color, religion, national origin, sex, age, marital or family status, disability, or sexual orientation and seeks to employ and advance in employment qualified disabled veterans and veterans of the Vietnam Era. Responsibility for effecting equal opportunity accrues to all University administrators, faculty, and staff. This responsibility includes assurance that employment and admission decisions, personnel actions, and administration of benefits to students and employees rests exclusively upon criteria that adhere to the principle of equal opportunity.

The Equal Opportunity/Affirmative Action Office of the University has the specific mandate to develop and implement an effective equal opportunity program, including appropriate reporting and monitoring procedures. The University of Montana has a discrimination grievance procedure, Personnel Policy #55, for any faculty member, student, non-academic employee, or applicant for employment or admission who alleges unlawful discrimination because of any University regulation, policy, practice or official action of any University employee. Persons alleging discrimination at The University of Montana should contact Lucy France, Director of Equal Opportunity/Affirmative Action, 020 University Hall, 243-5710, within 60 calendar days of the alleged discrimination.

The University will protect against retaliation any individual who participates in any way in any proceeding concerning alleged violations of laws, orders, or regulations requiring equal education and/or employment opportunity.

## Important Facts about Title IX and NCAA Gender Equity (Taken from NCAA Gender Equity brochure)

### **Title IX**

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

### **The Test**

“An athletics program can be considered gender equitable when the participants in both the men’s and women’s sports programs would accept as fair and equitable the overall program of the other gender. No individual should be discriminated against on the basis of gender, institutionally or nationally, in intercollegiate athletics.” NCAA Gender Equity Task Force

### **Title IX Enforcement**

Title IX is a federal statute that was created to prohibit sex discrimination in education programs that receive federal financial assistance. Title IX is enforced by the Office for Civil Rights (OCR) of the U.S. Department of Education. Schools work with the OCR on enforcement issues. Anyone may file an OCR complaint, and the identity of the party who files the complaint will be kept confidential.

NCAA constitutional principles express gender-equity expectations for member schools: every NCAA school must establish and maintain an environment that values cultural diversity and gender equity among its student-athletes and athletics department staff and comply with federal and state laws regarding gender equity. The Association must promote an atmosphere of respect for and sensitivity to the dignity of every person. It is the policy of the Association to refrain from discrimination with respect to its governance policies, educational programs, activities and employment policies, including on the basis of age, color, disability, gender, national origin, race, religion, creed or sexual orientation. It is the responsibility of each member school to determine independently its own policy regarding nondiscrimination.

## Frequently Asked Title IX Questions

### *Q. To whom does Title IX apply?*

Title IX applies to all educational institutions, both public and private, that receive federal funds. Almost all private colleges and universities must abide by Title IX regulations because they receive federal funding through federal financial aid programs used by their students.

Although it is the application of Title IX to athletics that has gained the greatest public visibility, the law applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities, and employment.

### *Q. How is Title IX applied to athletics?*

Athletics programs are considered educational programs and activities. There are three basic parts of Title IX as it applies to athletics:

1. Participation: Title IX requires that women and men be provided equitable opportunities to participate in sports. Title IX does not require schools to offer identical sports but an equal opportunity to play;
2. Scholarships: Title IX requires that female and male student-athletes receive athletics scholarship dollars proportional to their participation; and
3. Other benefits: Title IX requires the equitable 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.

Q. *Does Title IX benefit only girls and women?*

Title IX benefits everyone — girls and boys, women and men. The law requires educational institutions to maintain policies, practices and programs that do not discriminate against anyone on the basis of gender. Elimination of discrimination against women and girls has received more attention because females historically have faced greater gender restrictions and barriers in education. A continued effort to achieve educational equity has benefited all students by moving toward school environments where all may participate, learn and achieve.

Q. *Does Title IX mandate that a decrease in opportunities for male athletes be made in order to provide an increase in opportunities for female athletes?*

Title IX does not require nor advocate reductions in opportunities for male student-athletes. One of the main purposes of Title IX is to create the same opportunity and quality of treatment for both female and male student-athletes. Eliminating men's sports programs is not the intent of Title IX. The objective of Title IX is to provide opportunities for, and bring treatment of, the disadvantaged gender up to the level of the advantaged group. And in fact, participation opportunities have grown for both NCAA men (+31 percent) and women (+456 percent) since Title IX was passed in 1972. In 2007, women had only 43% of athletics participation opportunities and received less than 40% of athletics department expenditures.

Q. *How is Title IX compliance assessed?*

Title IX compliance is assessed through a total program comparison. In other words, the entire men's program is compared to the entire women's program, not just one men's team to the women's team in the same sport. The broad comparative provision was intended to emphasize that Title IX does not require the creation of mirror image programs. For example, men's and women's soccer need not be treated exactly the same, but if one team receives greater benefits than the other, that should be balanced by another sport of the disadvantaged gender receiving greater support. Males and females can participate in different sports according to their respective interests and abilities.

Q. *Does Title IX require that equal dollars be spent on men and women's sports?*

No. The only provision that requires that the same dollars be spent proportional to participation is scholarships. Otherwise, male and female student-athletes must receive equitable "treatment" and "benefits." This takes into consideration the variables of equipment costs and other things that may be unique to a particular sport, but the quality of equipment and other benefits provided both genders overall should be equitable.

Q. *Is any sport excluded from Title IX?*

No. The basic philosophical underpinning of Title IX is that there cannot be an economic justification for discrimination. A school cannot maintain that there are revenue productions or other considerations that mandate that certain sports receive better treatment or participation opportunities than other sports. This applies to dollars raised through fund-raising or ticket sales as well. No matter the source of the funds, the benefits to both genders must be equitable.

- Q. *Is there someone at my school who would know about Title IX?*  
Compliance with Title IX is the shared responsibility of an entire school, from top-level administration to individual staff members. Title IX mandates that schools designate at least one employee as a Title IX coordinator, and schools are required to investigate any complaints of gender discrimination. Student-athletes who have questions about Title IX may find the following individuals on their campus a good resource: (1) senior woman administrator; (2) director of athletics; (3) faculty athletics representative; (4) compliance coordinator; (5) the legal council; (6) Title IX coordinator or (7) Equal Employment Opportunities office.

**Learn more at:  
[NCAA.org/gender\\_equity](https://www.ncaa.org/gender_equity)**

## Academic Requirements

The expectation of Intercollegiate Athletics is that each student-athlete will pursue and obtain an academic degree. As a student-athlete, you have the responsibility of attending class, completing all classroom assignments, and of conducting yourself in all academic requirements as well as the eligibility rules of The University of Montana, the Big Sky Conference and NCAA. Although academic progress and eligibility are monitored by the Registrar and NCAA Faculty Athletic Representative, it is your responsibility to ensure that applicable requirements are being met. If you have questions regarding eligibility requirements you should consult your NCAA Faculty Athletic Representative, Dr. James Lopach (243-4829), or the Coordinator of Athletic Academic Services, Darr Tucknott (243-4420).

### ACADEMIC RESPONSIBILITIES









The University of Montana and Intercollegiate Athletics have made a commitment to provide all student-athletes with the best possible opportunities to succeed academically. In accepting admissions, each student-athlete assumes the responsibility of meeting the University's academic requirements. As a result, each student-athlete is expected to:



1. Understand that earning a degree is the primary goal of the student-athlete.
2. Attend all classes except when traveling to an away contest.
3. Complete all course assignments in a timely manner and take all course examinations.
4. Attend all study table, tutorial, counseling and review sessions as scheduled.
5. Be prepared for class and participate in discussions.
6. Maintain an academic schedule of a minimum of 12 credits per semester at all times.
7. Meet normal progress standards within the academic major defined by the institution and the NCAA.
8. Meet, as scheduled, with academic advisors.
9. Inform instructors in advance of expected class absences resulting from travel to official athletic events and make arrangements to make up missed work.
10. Seek academic assistance (from Athletic Academic Services) when difficulties arise.
11. Abide by the University's Student Conduct Code regarding academic integrity.



## Student-Athlete Checklist for ACADEMIC ELIGIBILITY REQUIREMENTS

-  Must be accepted as a full-time student and enrolled in at least 12 credits throughout the course of each semester. If you drop below 12 credits at any point in a semester, you will become immediately ineligible for practice, competition, and financial aid.
-  Must earn a minimum of 24 applicable credits in the first academic year of enrollment, not to include more than 6 credits during summer. After the first year, must earn a minimum of 18 applicable credits during the regular academic year (can not include credits from summer).
-  Must earn a minimum of 6 credits in the previous regular academic term of full-time enrollment to be eligible to compete the following term (can not include credits from summer).
-  Must declare an academic major by your 5th semester (this does not include any pre-programs, such as pre-med, pre-education, pre-law, etc...).
-  Must earn at least 40% of your declared degree program and general education requirements before your 5th semester, 60% by your 7th semester and 80% by your 9th semester. See Coordinator of Athletic Academic Services for specific questions.
-  Must maintain an acceptable GPA as defined by the Big Sky Conference:
  - 1.8 cumulative GPA by the start of 3<sup>rd</sup> semester
  - 1.9 cumulative GPA by the start of 5<sup>th</sup> semester
  - 2.0 cumulative GPA by the start of 7<sup>th</sup> semester
-  Must maintain a 2.0 cumulative GPA to remain in good academic standing at UM.
-  Must receive approval before attending summer school classes at any other institution. Complete form at Athletic Academic Services, Lommasson Center 288.



## Athletic Academic Services



- Academic Advising
- Fully Funded Tutoring
- New Student-Athlete class
- New Student-Athlete orientations
- Travel Letters
- Mid-Semester Evaluations
- Summer Orientation and Advising
- Graduation Application workshops
- Academic Awards
- Post-Graduate Scholarships/NCAA Completion Awards
- Athletic Academic Success Program
- Grizzly Academic Web Pages
- Referrals to other UM services
- Robert O. Lindsay Scholar Athlete Banquet
- NCAA and Big Sky Conference Academic Eligibility Requirements
- Career Workshops

## Jacobson Academic Center

Thanks to the generous contributions of Curt and Lanni Jacobson, student athletes now have a computer lab combination study room to use during the day. The Academic Center has 10 computers and 2 laser printers. Also included in the Center is a small room with a conference table for group studying. The Center is located on the ground floor of the Adams Center, down the hall from the weight room.

## Bachelor's Degree Worksheet

- Take the Math Placement Exam before or during the first semester at UM.
- Take the Upper-Division Writing Proficiency Assessment (taken upon completion of ENEX 101, a writing course, and 60 semester credits).
- Complete UM's General Education Requirements.
- Complete all Major/Minor Requirements for your declared degree program.
- Complete a total of 120 semester credits (some degree programs require more credits).
- Complete at least 39 credits of upper division courses (300 level or above).
- Finish with a minimum cumulative GPA of 2.0.
- Fill out the Graduation Application Form the semester before your expected graduation date and pay the graduation application fee of \$30. You can pick up this form at Griz Central in the Lommasson Center.

## Griz A.C.E.S. Life Skills for Student-Athletes

**GRIZ A.C.E.S.** (Athletes **C**ommitted to **E**xcellence in **S**chool, **S**ports, **S**ervice and **S**ocial responsibility) is a comprehensive personal development program for student-athletes at The University of Montana. The program is designed to assist student-athletes in their academic, athletic, and personal growth. The **GRIZ ACES** program is comprised of several components which focus on providing student-athletes with a variety of life-skills and encourage community involvement and service:

**GRIZSCAPE** - Services & Resource Center (**GRIZ Sport Counseling And Performance Enhancement**) Services and Resource Center provides UM athletes with resource information and counseling assistance in life-skills education and sport performance enhancement. Programming includes:

- an academic course in optimal performance strategies and life-skills education;
- sport counseling to provide assistance as needed in two related areas;
- performance enhancement counseling to assist in developing sport confidence, visual organization skills and optimal performance strategies;
- life-skills counseling and referral services to help with nutritional issues, drug and alcohol issues, and crisis management;
- a resource library containing **NCAA CHAMPS/CHOICES** Life-Skills materials, as well as sport performance enhancement books, articles, and pamphlets;
- a semiannual **GRIZSCAPE** Newsletter updating all Grizzly student-athletes on optimal performance issues and life-skills information.

Contact Dr. Charlie Palmer, faculty, Health & Human Performance (243-4826).

**Student-Athlete Advisory Council** - The Student-Athlete Advisory Council (SAAC) consists of representatives from each UM athletic team. This board evaluates departmental policies and directly communicates with the administration about issues important to student-athletes. The SAAC meets periodically throughout the academic year. Contact Darr Tucknott (243-4420)

**Griz in the Community** – Griz student-athletes serve as excellent role models for children. The Griz in the Community Program provides opportunities for local children to interact with UM student-athletes in educational and community settings. It also allows student-athletes to show their appreciation of the generous support provided by surrounding communities. Contact head coaches or Darr Tucknott (243-4420) for additional information.

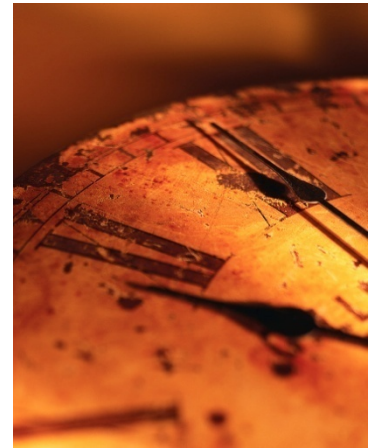
**Athletic Academic Services** - Student-athletes at The University of Montana have available to them a wide variety of academic support services tailored specifically to their scholastic needs. These services include academic advising and planning, tutoring, course for new freshmen, workshops, an academic awards and recognition program, and referral to other campus support services. Student-athletes participating in golf, men & women's tennis, soccer, and men's & women's track/cross country should see Jennifer Zellmer-Cuaresma, Athletic Academic Advisor, for academic advising (243-2600). Student-athletes participating in football, volleyball, and men's & women's basketball, should see Darr Tucknott for academic advising. Contact Darr Tucknott, Coordinator, Athletic Academic Services, (243-4420) for additional information.

*For any of the above services or questions contact Darr Tucknott, Coordinator, Athletic Academic Services, at 243-4420 or [darr.tucknott@umontana.edu](mailto:darr.tucknott@umontana.edu). Also, stop by the Athletic Academic Services office at Lommasson Center 287-288, Monday-Friday 8 a.m. - 5 p.m., or by appointment.*

## Time Management

Academic and athletic success depends on time management. Be sure to:

- ✓ Block out time for class, labs and study or review sessions.
- ✓ Block out time for practice, meetings and games (travel).
- ✓ Plan time for personal chores and errands.
- ✓ Block out hours which best suit your personal study habits.



### REMEMBER

- ✓ Set priorities and goals.
- ✓ Be realistic and flexible.
- ✓ Organize your semester, your week and your day.
- ✓ Allow time for social activities.

## The University of Montana Student Absence Policy



Students are expected to attend all class meetings and complete all assignments for courses for which they are enrolled. Instructors may excuse brief and occasional absences for reason of illness, injury, family emergency, military or public service, or participation in a University sponsored activity. (University sponsored activities include, for example, field trips, ASUM service, music or drama performances and intercollegiate athletics.)

Instructors may establish absence policies to conform to the educational goals and requirements of their courses. Such policies will ordinarily be set out in the course syllabus. Customarily, course syllabi will describe the procedures for giving timely notice of absences, explain how work missed because of an excused absence may be made up, and stipulate any penalty to be assessed for absences.

The UM Faculty Senate encourages the faculty to accommodate students incurring an excused absence by allowing them to make up missed work when this can be done in a manner consistent with the educational goals of their courses. **Students expecting to incur excused absences should consult with their instructor early in their term to be sure they understand the absence policies for each of their courses.**

(Passed by Faculty Senate December 12, 1996.)



## How to Calculate Your Grade Point Average

Your Grade Point Average (GPA) is determined on a 4.0 scale:

A = 4 points

A<sup>-</sup> = 3.67

B<sup>+</sup> = 3.33

B = 3

B<sup>-</sup> = 2.67

C<sup>+</sup> = 2.33

C = 2

C<sup>-</sup> = 1.67

D<sup>+</sup> = 1.33

D = 1

D<sup>-</sup> = .67

F = 0

### Example:

5 credit course you received an A

3 credit course you received a B

3 credit course you received a C

2 credit course you received an A

**Total Credits Taken for a Grade = 13**

Now calculate:

5 credit (A) x 4 points = 20

3 credit (B) x 3 points = 9

3 credit (C) x 2 points = 6

2 credit (A) x 4 points = 8

**Total = 43 points**

Now divide your total points (43 points) by the number of graded credits (13). Your GPA would be 3.31.  
(Note: Courses taken CR/NCR do not count in your GPA.)

**NOTE:** For academic eligibility purposes, courses taken at other institutions do **not** count in your cumulative GPA calculation.

