



# Idaho State University

## POLICIES AND PROCEDURES

### Athletics Ethical Conduct

#### ISUPP 8170

#### *POLICY INFORMATION*

**Policy Section:** *Athletics*

**Policy Title:** *Athletics Ethical Conduct*

**Responsible Executive (RE):** *Director of Athletics*

**Sponsoring Organization (SO):** *Department of Athletics*

**Dates: Effective Date:** *May 14, 2013*

**Revised:** *May 23, 2016*

**Review Date:** *May 2021*

## I. POLICY STATEMENT

All employees shall comply with National Collegiate Athletic Association (NCAA) Bylaw 2.4, which states that all individuals employed by, or associated with, that institution shall conduct themselves with honesty and good sportsmanship. At all times their behavior shall reflect the high standards of honor and dignity that characterize competitive sports in the collegiate setting.

Idaho State University (ISU) and the Big Sky Conference promote good sportsmanship by student-athletes, coaches and spectators. Profanity, racial or sexist comments or other intimidating actions directed at officials, student-athletes, coaches or team representatives will not be tolerated and are grounds for removal from the site of competition.

## II. DEFINITIONS

- A. **Booster:** as defined by NCAA Bylaw 13.02.14: A "representative of the institution's athletics interests" is an individual, independent agency, corporate entity (e.g., apparel or equipment manufacturer) or other organization who is known (or who should have been known) by a member of the institution's executive or athletics administration to:

1. Have participated in or to be a member of an agency or organization promoting the institution's intercollegiate athletics program;
  2. Have made financial contributions to the athletics department or to an athletics Booster organization of that institution;
  3. Be assisting or to have been requested (by the athletics department staff) to assist in the recruitment of prospective student-athletes;
  4. Be assisting or to have assisted in providing benefits to enrolled student-athletes or their families; or
  5. Have been involved otherwise in promoting the institution's athletics program.
- B. **Department Personnel:** are individuals employed by or associated with ISU to administer, conduct or coach intercollegiate athletics.
- C. **Gambling:** as defined by NCAA Bylaw 10.3.1: Sports wagering applies to any institutional practice or any competition (intercollegiate, amateur or professional) in a sport in which the NCAA conducts championship competition, in bowl subdivision football and in emerging sports for women.

### III. AUTHORITY AND RESPONSIBILITIES

- A. All Department of Athletics (Department) personnel are expected to adhere to NCAA, Big Sky Conference, and ISU policies and procedures at all times. Department Personnel will attend scheduled rules education meetings and assume responsibilities for knowledge of applicable rules.
- B. Each head coach and department head are responsible for creating an atmosphere of compliance within their program. Violations shall be reported to the director of athletics (AD) and/or the assistant athletic director for compliance and will be thoroughly investigated and reported. Employees may be dismissed if a major violation is committed.

### IV. PROCEDURES TO IMPLEMENT

- A. Sportsmanship/Ethical Conduct
1. The following is the process that the Department uses to address incidents regarding sportsmanship and/or ethical conduct. Such incidents may be, but are not limited to:
    - a. On field or court conduct

- b. Coach/student-athlete relationships,
  - c. Crowd and game management
  - d. Breaches of coaching and recruiting ethics and standards,
  - e. NCAA/Big Sky Conference violations.
2. When the AD becomes aware of an incident regarding sportsmanship and/or ethical conduct by Department Personnel, the following procedures will be followed:
- a. At the discretion of the AD, the incident will be:
    - i. Noted and recorded.
    - ii. Investigated further.
    - iii. Dismissed as a non-incident.
  - b. If an investigation takes place, the individual will be made aware of the charges and will be given an opportunity for explanation.
  - c. If the investigation warrants further action, the AD may make the following sanctions:
    - i. A written letter of reprimand to the Department Personnel.
    - ii. Suspension of the Department Personnel for a specified number of days and/or games.
    - iii. Further sanctions when appropriate by the NCAA, the Big Sky Conference, or the president of ISU.
    - iv. Should the Department Personnel appeal the decision of the AD:
      - 1. For coaches and student-athletes, the appeal process will be presented in writing, within 30 days, to the Athletics Advisory Board. A recommendation from this board will be given to the president.
      - 2. For other Department Personnel, the appeal process will be presented to the Office of Human Resources (HR) or their immediate supervisor. HR or the supervisor will determine the specifics for the appeal process.
3. When the AD becomes aware of an incident regarding sportsmanship and/or ethical conduct by Boosters or other fans, the following procedures will be followed:
- a. The Booster will be given a verbal warning.
  - b. The Booster may be asked to leave the athletic competition.
  - c. The Booster may be banned from future events at the discretion of the athletic administrator.

- B. Noisemakers and Bands- *Big Sky Conference Code*
1. Football games (see *Big Sky Conference Code* page 44)
    - a. Artificial noisemakers, air horns and electronic amplifiers shall not be permitted, and such instruments shall be removed from the playing and spectator areas.
    - b. Bands, or any component thereof, shall not play while the game is in progress.
  2. Volleyball matches (see *Big Sky Conference Code* page 55)
    - a. Artificial noisemakers, including whistles and air horns shall not be permitted in the playing or spectator areas. Computerized noisemakers controlled by event management are permissible when the ball is out of play.
    - b. Cheerleaders, bands and official team mascot: bands and computerized noisemakers should cease playing when the first referee's arm is extended in preparation to beckon the service. Megaphones are allowable when used for increasing voice volume (not as drums or other noise making purposes) and are to be used only when the ball is out of play.
    - c. Bands, or any component thereof, shall not play while the match is in progress.
  3. Basketball games (see *Big Sky Conference Code* page 39)
    - a. Artificial noisemakers, air horns and electronic amplifiers shall not be permitted, and such instruments shall be removed from the playing field and spectator areas.
    - b. Bands or amplified music are not permitted to play while the game is in progress.
  4. Soccer matches (see *Big Sky Conference Code* page 48)
    - a. Artificial noisemakers, air horns and electronic amplifiers shall not be permitted, and such instruments shall be removed from the playing or spectator areas. Bands, or any component thereof, shall not play while the game is in progress.
    - b. Cheerleaders, mascots, bands and banners: bands, or any component thereof, are allowed to play during timeouts, between games and before and after competition.
  5. Softball games (see *Big Sky Conference Code* page 50)
    - a. Artificial noisemakers, air horns and electric amplifiers shall not be permitted, and such instruments, shall be removed from the spectator areas by the games management personnel.
    - b. Bands, or any component thereof, shall not play while the ball is live. Play may occur immediately prior to the team's offensive half inning and/or for about 10 seconds immediately following a score.

C. Public Comment

1. Institutional personnel, including media, are prohibited from verbal or written comments on officiating matters of any nature other than to the Big Sky Conference office.
2. Institutional personnel may not publicly comment derogatorily on opposing teams, officiating or other Big Sky Conference programs during postgame interviews, radio or television shows, at Booster gatherings, on social medial platforms, in press releases or under other conditions when their comments could become public.

D. Gambling and Bribery (see NCAA Bylaw 10.3)

1. Be aware that the Gambling industry is constantly seeking sources for information. Department Personnel may be approached and questioned about the condition and attitude of team players. Department Personnel may be asked to alter a game in some manner and be offered favors or gifts for doing so. If this occurs, the Department Personnel MUST report the incident to the Compliance Office immediately. ISU and the Department are committed to combating all forms of Gambling and bribery. Gambling is one of the major sources of revenue for organized crime. Operators need inside information to set the betting lines or odds. An attempt to procure this information through bribery of a sports participant is a felony.
2. Department Personnel participation with sport wagering interests, even in the most minor fashion, may jeopardize their employment.
3. Because of the extreme importance of this problem, please observe these guidelines:
  - a. Department Personnel must report to the Compliance Office any attempt to secure information concerning situations that might alter the normal performance of any team.
  - b. Department Personnel are required by both the Department and the NCAA to report any individual who offers gifts, money or favors in exchange for supplying information or attempting to alter the outcome of any contest.
  - c. Department Personnel and coaches need to be aware of the potential violations of student-athlete interaction with Boosters.
  - d. Department Personnel need to be aware of the legalities of Gambling at an institutional and state level. They need to understand that the consequences at ISU may be termination of employment and ISU will assist with the enforcement of federal, state and local anti-bribery laws.

- e. No Department Personnel should accept amenities of any form from a Booster for a sport program's success. For allowable exceptions, see NCAA bylaw 11.3 and ISU policy.
  - f. Department Personnel should not discuss the condition or attitude of any team with anyone outside of the Department.
  - g. Department Personnel should not wager on any athletic contest as defined in the definitions above.
- E. Role and Responsibility of Coaching Staff
- 1. Members of the coaching staff at ISU play an important role in the academic, athletic and personal development of student-athletes. The physical and mental well-being of student-athletes will assume the primary role for coaching athletic personnel.
  - 2. Coaches must subscribe to the conditions of the Mission Statement of ISU and of the Department. Coaches will also be responsible for conducting their programs consistent with the following guidelines:
    - a. The coaching staff is committed to providing the highest quality of athletic training to develop further the abilities of student-athletes while always protecting the personal welfare of these student-athletes. Coaches will be responsible for plans and strategies to achieve this goal for student-athletes. Additionally, coaches will strive to increase their teaching and coaching abilities by participation in educational and faculty development opportunities.
    - b. The goal of the coaching staff will be to recruit students possessing excellent athletic talents who meet the admissions standards of ISU.
    - c. Coaches will be responsible for providing an environment that is supportive of academic and athletic achievement of these student-athletes.
    - d. Coaches will schedule practice sessions and competitions in a manner that will ensure student-athletes adequate time to pursue their academic goals. Members of the coaching staff will also encourage student-athletes to use the resources provided by the campus to develop further their academic and personal potential.
    - e. Coaching staff are expected to be sensitive to the aspirations and goals of the various internal and external constituencies of the ISU campus. Coaches' personal conduct will foster positive relationships with students, faculty, alumni, media, and friends of ISU.
    - f. Members of the coaching staff are expected to conduct their programs consistent with the regulations of the NCAA, the Big Sky Conference, and ISU. The integrity of

the athletic program is to be held in the highest regard at all times and coaches will deport themselves in a manner that reflects this commitment.

- g. Coaches are responsible for conducting their programs within their budgets. In addition, coaches must adhere to all guidelines and accept additional appropriate responsibilities assigned to them by the Department and ISU administration.
3. Coaches are expected to adhere to and follow ISU policy on sexual harassment and gender equity.