

EASTERN OREGON UNIVERSITY DEPARTMENT OF ATHLETICS STUDENT REPRESENTATIVE CODE OF CONDUCT

Participation in intercollegiate athletics at Eastern Oregon University (EOU) is a privilege afforded to a select group of individuals that requires additional responsibilities. Student representatives are given an opportunity to enhance their educational experience through competitive events, develop lifelong skills such as commitment, discipline, and teamwork, prepare for employment, and travel and represent EOU.

EOU expects student representatives to strive for excellence in and out of the classroom. In addition, student representatives should conduct themselves as a positive and responsible citizen.

Student representatives are responsible for National Association of Intercollegiate Athletics (NAIA), Cascade Conference, Frontier Conference and EOU regulations regarding eligibility for practice, and participation. Student representatives are also subject to rules and regulations regarding the use of tobacco, alcohol, and illicit drugs, as well as other forms of misconduct.

Team rules for student representatives are established by each head coach and advisor and are subject to review by the Director of Athletics, the Assembly Athletic Committee, the Vice President for Student Affairs, and the President. Each head coach, head trainer and advisor is responsible for informing student representatives in writing of the established rules and disciplinary actions at the first team and staff meeting.

Student representatives are also responsible to adhere to Oregon Revised Statutes and federal law. Any sanctions in these areas may supersede institutional sanctions.

I. Standards of Conduct

Student representative at Eastern Oregon University are public figures responsible for representing the University in the most positive fashion. Student representative behavior on and off campus, as well as in and out of season, must be above reproach at all times, and meet the expectations of teammates, coaches, the university and the community. Student representative actions are scrutinized more closely than the average student and should reflect that knowledge.

Student representatives are primarily students and should be committed to excellence and the pursuit of a degree. Student representatives are expected to attend all classes, submit coursework in a timely manner, utilize university resources (e.g. learning center, Quinn satellite lab, tutors) as appropriate, and accept personal responsibility for maintaining academic progress and athletic eligibility. Student representatives are expected to inform instructors in writing of any potential conflicts (missing class due to competitions) the first day of class.

All student representatives while participating, or attending competitions as a fan, are expected to practice good sportsmanship. Student representative will display respect for officials, fans, and opponents while maintaining self-control in heated situations and act appropriately, even when others do not.

II. Misconduct subject to disciplinary action(s)

1. Violation of the, Oregon Administrative Rules, Oregon Revised Statutes and federal law
2. Violation of NAIA, Conference
3. Positive drug test. .
4. Violation of EOU Code of Conduct.
5. Evidence of illicit alcohol or drug use.
6. Vulgar or obscene language and attire.
7. Disrespectful behavior towards others, including peers, staff and service personnel.

www.naia.org

www.frontierconference.com

www.cascadecollegiateconference.com

www.eou.edu/saffairs/handbook/conduct.html

Disciplinary Sanctions

The following decisions may be rendered as a result of a disciplinary hearing:

- (1) Dismissal of the complaint.
- (2) An informal settlement including mandated counseling referral(s).
- (3) Restitution: Reimbursement by dollar amount, by transfer of property, or by provision of services to the University or a member of the University community in accordance with the nature of the violation in an amount not in excess of actual expenses, damages, or losses incurred.
- (4) Required Educational Activities: Mandatory participation in educational activities or programs of community service.
- (5) Restrictions: Removal from a living group, or from the use of specific University facilities, or denial of the use of a vehicle on campus, or other restrictions consistent with the violation committed.
- (6) Warning: Official notice, in writing, to a student that his or her conduct or actions are in violation of the Student Code of Conduct. The continuation of such conduct or actions may result in further disciplinary action.
- (7) Reprimand - severe or formal reproof.
- (8) Probation: A written reprimand for violation of specified regulations. Probation will be for one to three academic quarters, and may include loss of privileges, restitution, and/or required educational activities. Placement on probationary status includes observation and review of behavior and the student must demonstrate compliance with the Student Code of Conduct. A student on probation is not in "good standing" with the University. Students on probation are subject to suspension if found in violation of the Student Code of Conduct during the probationary period.
- (9) Loss of Privileges: Denial of specified privileges for a designated period of time.
- (10) Discretionary Sanctions: Work assignments, essays, service to the University, or other related discretionary assignments.
- (11) Residence Hall Suspension: Separation of the student from the residence halls for a designated period of time, after which the student is eligible to return. Conditions of readmission may be specified.
- (12) Residence Hall Expulsion: Permanent separation of the student from the residence halls.
- (13) Disciplinary Suspension:
 - (a) Suspension:
 - (1) Exclusion from the University for a specific period of time. Suspended students are normally denied the privileges and services provided to currently enrolled students, including residing in University-owned or recognized student housing, attending class, or using other University services or facilities. Suspension is generally for one year; however, the period of suspension may be specified for any period;
 - (2) The conditions of suspension typically take effect immediately after the student has been informed of the decision. If an appeal is filed, the imposition of the suspension will be delayed until the conclusion of the appeal process. However, if a pending disciplinary hearing or appeal may result in suspension, as determined by the Student Code of Conduct, awarding of the academic degree sought will be postponed pending the outcome of the disciplinary hearing.

participation (competition, practice and all other team related activities) for one (1) calendar year. The student representative will also forfeit any athletically related grant in aid during this period. After one calendar year the student representative may be reinstated to the activity after submitting a written request to the Student Affairs Conduct Coordinator.

- **Second Offense-** Immediate Expulsion from any further participation and loss of any athletically related grant in aid.

V. Repeat Offenses

A student representative who repeatedly violates section II risks athletic suspension and/or athletic expulsion. The nature and severity of the offense and past disciplinary record will factor in to severity of sanctions

VI Disciplinary Hearing

579-040-0020

Disciplinary Hearing

Formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in Disciplinary Hearings at Eastern Oregon University. Contested Case procedures in ORS Ch 183 do not apply to these hearings.

a) Disciplinary Hearings with a Hearings Officer are intended to determine a factual basis for assertions in complaints filed. Disciplinary Hearings shall not be open to the public. The Hearings Officers are empowered to:

1. Make findings of fact;
2. Dismiss the case;
3. Refer the student for counseling;
4. Impose any sanction listed in OAR 579-040-0015 of this Code.

The Complainant, the Accused Student and the Student Conduct Coordinator may arrange for witnesses to present pertinent information to the Hearings Officer. The University will try to arrange the attendance of possible witnesses who are members of the University community, if reasonably possible, and who are identified by the Complainant and/or Accused Student at least two weekdays prior to the hearing.

Witnesses will provide information to and answer questions from the Hearings Officer. The person(s) complained against shall appear along with witnesses and other parties requested by the Hearings Officer to be in attendance. All parties may have counsel to serve as advisors at their own expense. Questions may be suggested by the Accused Student and/or Complainant to be answered by each other or by other witnesses. This will be conducted by the Hearings Officer. Cross-examination of witnesses, however, shall be restricted to the person(s) accused, and the Hearings Officer. This method is used to preserve the educational tone of the hearing and to avoid creation of an adversarial environment. Questions of whether potential information will be received shall be resolved in the discretion of the Hearings Officer.

A secretary may record information presented, accept information, statements, and prepare a summary of the Hearings Officer's findings. No transcription of a disciplinary hearing will be made. After the portion of the hearing concludes in which all pertinent information has been received, the Hearings Officer will determine whether the Accused Student has violated each Code of Conduct which the student is charged with violating. Every effort will be made to issue a written decision within two business days by the Hearings Officer after the conclusion of the hearing. However, no fixed deadline is imposed.

VIII Emergency Action

A student exhibiting behavior disruptive to the academic process or other institutional activities who lacks the capacity to respond to disciplinary procedures or the capacity to understand the nature or the wrongfulness of the conduct in question or who poses potential harm to the welfare of self or others, will be referred to the Vice President for Student Affairs for immediate action. Such action may include restrictions on the person's presence at the University or its events until a disciplinary hearing can be held. The hearing must be held within two working days after the Vice President's order unless the student requests an extension.

Stat. Auth.: ORS 351.070

Stats. Implemented: ORS 351.070 and 351.088.

IX Student Records

(1) All complaints include the creation of a disciplinary file secured in the Office of Student Affairs. Sanctions at the level of probation and above place the student outside of "good standing" with the University for the duration of the sanction. Multiple sanctions may be imposed where appropriate.

(2) Disciplinary Probation shall involve written notice that is to be kept in the student's disciplinary file. There shall also be a Disciplinary Probation Hold entered in Banner on the student's record with the wording: "contact Student Affairs." After the period of Probation has expired and the student has met all proscribed obligations, the Disciplinary Probation Hold will be removed from the student's Banner record.

(3) Disciplinary Suspension shall involve removal of privileges to enroll at the University for a specified period of time and there shall be a written notice that is to be kept in the student's disciplinary file. There shall also be a Disciplinary Suspension Hold entered in Banner on the student's record with the wording "contact Student Affairs". After the period of suspension has expired and the student has met all proscribed obligations, the Disciplinary Suspension Hold will be removed from the student's Banner record. A student suspended for misconduct and wishing to return to the University after the suspension period must notify the Office of Student Affairs in writing. The notification should include a description of the student's activities since the suspension went into effect.

(4) Disciplinary Expulsion shall involve permanent removal of privileges to enroll at the University and there shall be a written notice that is to be kept in the student's disciplinary file. There shall also be a Disciplinary Expulsion Hold entered in Banner on the student's record with the wording: "contact Student Affairs" followed by the date of the disciplinary action.

Stat. Auth.: ORS 351.070

Stats. Implemented: ORS 351.070 and 351.088.

Attachments: NCAA banned substance list, EOU Student Code of Conduct