ACA COMPETITION AND ANTI-DISCRIMINATION POLICY

The University of Minnesota Athletics Department strongly endorses the NCAA Principle of Nondiscrimination:

"The Association shall 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."

To promote an atmosphere of respect the University of Minnesota Athletics Department shall make every effort to avoid scheduling home events with schools that use Native American mascots. The use of Native American mascots by athletic teams is perceived by many in our community as portraying Native American culture in demeaning and stereotypical ways. Consequently, the department will strongly discourage the scheduling of athletic events on campus when the team(s) involved use Native American mascots. When teams using Native American mascots participate in athletic events on this campus, the Native American mascots, nicknames and symbols will not be permitted to be displayed (except as they pre-exist on teams uniforms, equipment and apparel). Teams will be described and announced using the institution’s name only.

In addition, the University of Minnesota's Athletics Department shall make every effort not to host any preseason, regular season or postseason competition at sites, venues, or facilities which have membership requirements or practices which result in discrimination on the basis of race, gender, national origin, religion or sexual orientation.

**IF A TEAM HAS A NATIVE AMERICAN MASCOT NAME AND THE NCAA HAS APPROVED IT AND THERE ARE NO RESTRICTIONS ON THAT TEAM, THEN THIS POLICY DOES NOT APPLY.**

**REVIEWED AND APPROVED BY ACA, SPRING, 2002**
Approved by the Assembly Steering Committee, Oct. 03
Policy reviewed and reaffirmed, April 06
**REVIEWED AND REAFFIRMED SPRING 2011**
Under review Spring/Fall 2011
"Intercollegiate athletics fosters positive identification and goodwill for the state and its University among graduates, citizens of the state, and individuals across the country. This goodwill, public support, and identification help the University serve its varied missions in all its activities."

Board of Regents Policy on Intercollegiate Athletics

According to the Board of Regents, the Intercollegiate Athletics Program is an integral part of the University. Efforts must be made to break down the barriers that exist between athletics and academics within the University, and to promote an atmosphere of mutual respect and trust. Despite accomplishments in the classroom and in their respective arenas of competition, many student-athletes and coaches often feel as if they are treated as unwelcome outsiders in a University community that should regard them with as much respect as other contributing community members.

The Advisory Committee on Athletics therefore strongly supports the integration of athletic administrators and coaches into the University governance structure so that they are no longer isolated from the broader University community. Efforts also must be made to insure that student-athletes are treated as integral members of the University community, eligible to participate in all its activities and to take full advantage of the opportunities and services that the University can provide to facilitate their development and graduation.

Toward this end, the Advisory Committee on Athletics more specifically supports and encourages:

- Coaches and other P&A staff in the Athletics Department, who meet the eligibility criteria, to apply for positions on University-wide committees.
- Appearances by coaches at departmental or collegiate sponsored forums or meetings where issues that are relevant to student-athletes are discussed. This includes meetings of the Twin Cities deans and collegiate orientations for new faculty and department chairs.
- Meetings between coaches and faculty to discuss the particulars of majors or career opportunities with groups of students.
- Recruits to have an opportunity to meet with faculty from colleges/departments where student-athletes hope to enroll.
- Regular informal meetings between faculty, coaches, and other Athletics Department staff, to discuss a variety of issues affecting campus life.
- Broadening the guest coach program.
- Student-athletes to invite faculty members to the student-athlete scholar banquet.

These are some examples of the kind of positive contact that should and can take place between coaches, other staff in the Athletics Department, faculty, instructors, and other university staff to enhance a sense of community among all constituencies on campus. On an annual basis, the Advisory Committee on Athletics, in consultation with the Athletics Department and others, should make every effort to expand this set of positive contacts and to carefully monitor the success of all such efforts to promote the integration of athletics and academics at the University.

Approved by the Assembly Steering Committee, October 03
Approved by ACA, Spring 2012
This procedure replaces ACA Rule Violations Reporting Policy

Procedures for Reporting NCAA or Big Ten Violations

The University of Minnesota is committed to operating its athletic programs in a manner consistent with the letter and the spirit of The National Collegiate Athletic Association (NCAA), Big Ten Conference, and the University rules and regulations.

In accordance with NCAA rules and regulations, all suspected or alleged violations of NCAA rules are investigated. The Director of Athletic Compliance or designee will report any violation (or possible violation) to the NCAA and/or Big Ten Conference.

It is our philosophy that all violations, even those which appear to be minor or secondary, will be investigated and reported to the appropriate authority. In responding to rule violations, we will look at such factors as whether the violation was intentional, whether any advantage is gained (e.g., recruiting, competitive, or for the student-athlete involved), whether a student athlete’s eligibility is affected, and whether violations are recurring. Our goal in responding will be to encourage communication, to seek consistency, and accountability, and above all to send a strong message that the University of Minnesota is serious about rules compliance.

A. Reporting a Violation

1. Above all else, the University of Minnesota affirms that all athletic department staff members, student-athletes, or university employees are obligated to report any violations or possible violations of which they are aware.

2. Any individual (e.g., athletic department staff member, student-athlete, university employee, representative of the University’s athletic interests, member of the community) may report an alleged, rumored, or suspected violation.

3. The individual may report the alleged, rumored, or suspected violation verbally or in writing. They may report an alleged violation utilizing the U Report web link at: https://secure.ethicspoint.com/domain/en/report_custom.asp?DB_OEM_ID=8400&clientid=9167

4. Any University staff member who in good faith reports an alleged, rumored, or suspected violation may not suffer retaliation from any part of the University.

B. Communicating Alleged Violations to Appropriate Individuals.

1. If an alleged or rumored violation is communicated to any athletic department staff member, the staff member has an obligation to notify the Athletic Compliance Office of the violation in a timely manner.

2. Individuals other than athletic department staff members (e.g., student-athletes, university employees, representative of athletic interests, or community members) may report an alleged violation to any or all of the following persons:
   a. The Director of Athletic Compliance
   b. The Director of Athletics.
   c. The Faculty Athletics Representative

C. Conducting an Investigation of an Alleged Violation.

1. The Athletic Compliance Office (in conjunction with the Office of the General Counsel) is responsible for conducting all compliance investigations.

2. The Athletic Compliance Office will maintain a written record of all violations.

   a. If a violation has occurred, the Director of Athletic Compliance will keep on file a copy of the report of the violation and subsequent correspondence with the Conference and/or the NCAA staff. Copies of the self-report will be sent to the following:
      • Vice President and Chief of Staff
      • Director of Athletics
      • Faculty Athletics Representative
      • Office of the General Counsel
      • Conference Office
      • Involved staff member(s)
b. Self-reports of violations involving student-athletes are not copied to the involved student-athlete because of the nature of all of the information in the report.

c. The Office of the Athletic Compliance will maintain the reports, and violations will be maintained in the office's files, according to its document retention policy.

D. Finding that a Violation Occurred

The Director of Athletic Compliance in conjunction with the Office of the General Counsel shall determine whether a violation has occurred whenever the preponderance of the evidence, considered as whole, establishes the occurrence of the violation. It shall be the responsibility of the Director of Athletic Compliance in assessing the evidence to determine the weight and credibility given to any particular evidence.

E. Including Appropriate Information in the University’s Self-Report

In accordance with the NCAA Enforcement staff recommendation, the University's self-report will include but not be limited to the following information:

1. The date and location of the violation.
2. The identities of involved student-athletes, coaches, staff members and any other individuals involved in the violation.
3. The means by which the institution became aware of this information.
4. The cause of the violation (e.g., lack of knowledge, human error, etc.), an explanation of the circumstances surrounding the violation, and any mitigating circumstances that may exist.
5. A list of corrective and/or disciplinary actions taken by the institution in response to the violation to be determined by the Director of Athletics and the Director of Athletic Compliance with consultation with the Office of the General Counsel and the Vice President as necessary.
6. The institution’s position regarding the violation and surrounding circumstance. The institution will indicate whether it believes a violation occurred and the specific legislation it believes was violated.

F. Reporting Alleged Violations Involving Other NCAA Institutions

1. If an individual has knowledge of an alleged violation that involves another NCAA member institution, he/she shall report the alleged violation(s) in writing to the Director of Athletic and/or the Director of Athletics. If reported to the Director of Athletics, s/he must immediately notify the Director of Athletic Compliance.

2. The Director of Athletic Compliance will discuss the violation and desired plan of action to address the situation with the Director of Athletics and the appropriate coaching staff members who have lodged the accusation. The Office of Athletic Compliance may then contact the Athletics Director or the Athletic Compliance Office at the accused member institutions to request that the alleged violation be investigated. The Director of Athletic Compliance in conjunction with the Director of Athletics may contact the Big Ten Conference or the NCAA staff and request that the Conference office or NCAA staff contact the accused institution or that institution’s conference.
Rule Violations Reporting Policy

1. INTRODUCTION

The University of Minnesota is committed to operating its athletics program in a manner consistent with the letter and the spirit of the National Collegiate Athletic Association (NCAA), Big Ten Conference, Western Collegiate Hockey Association (WCHA) and University rules and regulations.

The University affirms that all athletics department staff members, student athletes, and university employees are obligated to report any violation or possible violation of which they are aware. An individual may report the alleged, rumored, or suspected violation verbally or in writing, and it may be reported anonymously. Alleged violations may be reported to any or all of the following:

1) Director of Athletics Compliance; 2) Director of Athletics; 3) Faculty Athletics Representatives. The Athletics Compliance Office provides the training and education of coaches, staff and students; the review and modification of athletics department and University operating procedures to ensure compliance with those rules; and prompt institutional response when rule violations do occur.

2. PROCESS FOR REPORTING RULE VIOLATIONS

   A. Information will be forwarded to the Director of Athletics Compliance who will examine the situation and communicate directly with the Athletics Director and the Office of the General Counsel;

   B. All violations will be reported to the athletics governing body (NCAA, BIG TEN, WCHA) with confidential copies to the Athletics Director Faculty Athletics Representatives, Chair of the Faculty Academic Oversight Committee (FAOCIA) and the Advisory Committee on Athletics (ACA), and to the President of the University.

COMMENT: No potential violation is so minor that it will not be examined. In responding to violations such factors as to whether or not the violation is intentional, whether any competitive advantage is gained (e.g., recruiting, competitive, or for the student-athlete involved), whether a student-athlete's eligibility is affected, and whether the violation is recurring will be considered.

Revised Fall 2002
Reviewed and approved by ACA and the Assembly Steering Committee
Spring 2003
Under review Spring/Fall 2011