



University of Colorado at Boulder
Policy on the Recruitment of Prospective Student-Athletes
2016-17
Effective August 1, 2016

Per NCAA Bylaw 13.6.11, the University of Colorado at Boulder (CU Boulder) sets forth herein its institutional policy regarding the recruitment of student-athletes. In particular, this policy addresses standards that apply to campus visits by prospective student-athletes. This policy is founded upon the following statement:

Recruiting visits bring a prospective student-athlete, and frequently family members, to the University of Colorado's Boulder Campus to allow an exploration by the prospective student-athlete and institution officials, especially Athletics personnel, to determine whether CU Boulder is an appropriate choice for an institution of higher learning for the prospective student-athlete. While the primary emphasis during these visits is often athletics, the overall premise for the visit must be that the student-athlete is making a decision where to pursue his or her athletic and academic future.

The primary consideration, therefore, in selecting activities for these visits should be to provide information that will assist the prospective student-athlete (PSA) and his/her family in making that decision. Behavior that would not be acceptable in the recruitment of a non-athlete prospective student has no proper or acceptable justification simply because the recruiting involves athletics. This principle applies equally to the structured activities of transporting, informing, lodging, feeding, and entertaining the PSAs making a campus visit, as well as to the unstructured activities when PSAs are often under the guidance of student-athlete hosts. It is CU Boulder's intention to adhere to the highest principles in recruiting student-athletes, to investigate all complaints or allegations of recruiting improprieties, and to take immediate and appropriate disciplinary action if violations of NCAA legislation, CU Boulder Codes of Conduct or criminal statutes occur. In addition, CU Boulder precludes support organizations' involvement in recruiting PSAs, other than any established for all students and controlled through the campus administration.

CU Boulder intends to promote an official or unofficial campus visit experience that serves the academic and athletics missions of the institution and to assure public confidence in the integrity of the recruiting process. The recruiting process offers an avenue to extend athletic participation beyond secondary education, but a more important goal is that student-athletes contribute constructively to the academic mission of CU Boulder and, in turn, benefit by gaining knowledge and skills through education and athletics participation to prepare them for their vocations and future contributions to society.

Each year, head coaches are required to review this policy with their staff and sign an agreement to abide by this policy.

Recruiting Principles

- Prospective student athletes and their families should be afforded the opportunity to assess, in an ethical and fair manner, their opportunities for academic and athletic success and integration into the collegiate experience, a shared responsibility by all participants with minimal emphasis on preferences or inducements.
- CU Boulder should be afforded the opportunity to evaluate fairly and reasonably a PSA for admission and participation in the intercollegiate athletics program.
- CU Boulder will follow a set of established principles and guidelines for the conduct of the recruiting process with full regard for reasonable and acceptable forms of behavior. Principles of institutional and personal accountability will be maintained, and a set of internal controls is in place sufficient to monitor compliance and ensure public confidence.
- The provision or use of alcohol, drugs or sex in recruiting shall not be tolerated and may result in the student-athlete host being suspended from competition and/or dismissal from the team. PSAs will not be provided nor be allowed to partake in alcoholic beverages, drugs or sexual encounters during visits. PSAs will be accompanied by Athletics personnel or student-athlete hosts during all visit activities on and off campus. Student-athlete hosts will not consume alcoholic beverages or drugs while hosting PSAs. Athletics personnel and student-athlete hosts who fail in these responsibilities will be subject to disciplinary action by the Director of Athletics, which may include but is not limited to suspension or dismissal. The student-athlete host is strongly encouraged to avoid environments where risks are evident.

CU Boulder Recruiting Visit Practices

- Prior to commencing travel to participate in an official visit to CU Boulder, an academic core evaluation of a high school PSA must be completed by the Office of Compliance Services. For transfer and international students, a transfer evaluation must be completed by the Director of Eligibility Certification.
- Official visits and invited unofficial visits² will be structured to allow for a meeting by the PSA with a faculty member, and a campus academic advisor and/or Athletics academic coordinator for discussions surrounding the PSA's academic goals and the University and NCAA requirements for academic success. It is expected that every effort will be made for each visiting PSA to meet with one or more faculty members and tour one or more academic facilities, such as libraries, classrooms or laboratories, during the campus visit. The Faculty Athletics Representative and the Boulder Faculty Assembly's Intercollegiate Athletics Committee will assist in identifying appropriate faculty to meet with PSAs during campus visits. Parents/legal guardians of PSAs, when present on the visit, will be strongly encouraged to attend these meetings with faculty.
- It is understood that the recruitment of many PSAs begins at an early age and that requiring the PSA to meet with a faculty member(s) may not be beneficial during the PSA's freshman or sophomore year in high school. In the case of "invited unofficial campus visits", the policy allows the head coach to determine whether or not it is beneficial for the PSA to visit with members of the faculty. If it is decided that the PSA should not meet with a member of the faculty, the PSA must then meet with either an Athletics academic coordinator or a campus academic advisor. To be clear, the PSA is required to meet with faculty member(s) during "invited unofficial

² Note: For the purposes of this policy, an "invited unofficial visit" may include many of the elements of an official visit. The prospective student-athlete will have a planned visit itinerary that will include tours of facilities, meetings with Athletics and campus personnel, the assignment of one or more student-athletes hosts (and time outside the supervision of the coaching staff), and a possible overnight stay in a CU Boulder residence hall. Unofficial visits that are not included here will typically be visits to campus, occasionally unplanned, that occur within one day's time, are supervised at all times by a coaching staff member, and may be solely attendance at a competitive event on campus possibly including the issuance of complimentary tickets. Interpretations of this definition will be the responsibility of the Office of Compliance Services.

visits” or “official campus visits” after their junior year in high school, unless they have met with a faculty member during a prior “invited unofficial visit.”

- In the event that a PSA is making a second recruiting visit to the Boulder Campus, e.g., an official visit following a prior invited unofficial visit, and the PSA has toured academic facilities and met with faculty during the earlier visit, these activities will be suggested but will not be mandatory on the second visit.
- Every PSA will receive notification from CU Boulder prior to or at the beginning of the official visit regarding expectations for behavior during their visit to our campus. Every PSA who makes an official visit or invited unofficial visit will sign a declaration of adherence to CU Boulder’s recruiting policies and NCAA rules.
- The Office of Compliance Services will conduct a rules education session on NCAA recruiting rules and this policy and certify a student-athlete before they may serve as a host. The sport program’s coach or member of the sport program’s staff will instruct each student-athlete host in appropriate recruiting activities and behavior. Each host will sign a statement, prior to hosting a PSA, attesting that all rules will be followed during the visit. Following each visit, the coaches or operations staff must sign and submit the appropriate forms. Student-athlete hosts may be subject to an interview with a Compliance officer after the conclusion of the visit.
- The Athletics Department will not directly organize non-student-athlete host groups to help in recruiting. Coaching staff or sport program’s staff members can access the regularly-scheduled Admissions office tours (Ambassadors Program) for unofficial or official visits.
- Both CU Boulder student-athletes and PSAs will be notified by the Office of Compliance Services and by the head coach (or designee) of the sport that the following expectations apply during visits to the CU Boulder campus:
 - No illegal activity.
 - No use of alcohol or drugs, including marijuana.
 - No gambling or gaming activities.
 - No activities or entertainment at any location on or off-campus that would be judged inappropriate or that may cause a perception of impropriety.
 - Returning to lodging before the 1:00 a.m. curfew.
 - All entertainment arranged during the visit will meet the University’s expectations of appropriate activities and NCAA rules; prospective student-athlete hosts will follow the staff’s directions for activities during the visit.
- Any violations of this policy that occur during a PSA’s campus visit will be reported to the sport program’s head coach who will in turn inform the Office of Compliance Services, the sport program supervisor, and the Director of Athletics.
- All CU Boulder coaches bringing PSAs to campus for official visits will develop a written itinerary in advance of the visit to ensure limited unstructured time and appropriate activities and supervision of the PSAs. It is expected that a written itinerary will be provided with the approval request of the visit for an invited official campus visit.
- PSAs visiting campus on an unannounced basis, rather than invited, who meet with CU Boulder staff and student-athletes, will still be expected to comply with NCAA regulations and University behavioral expectations.
- Anyone who experiences, witnesses or receives a written or oral report or complaint of discrimination and/or harassment based upon race, color, national origin, sex, age, disability, religion, sexual orientation or veteran status must immediately report the complaint to the primary administrator of the sport program, who will in turn notify the Director of Athletics, the Office of Institutional Equity and Compliance, and the Office of Student Conduct (the latter if the alleged perpetrator is a CU Boulder student). The University’s policies on sexual

harassment must be strictly followed by all participants in recruiting visits. See <http://www.colorado.edu/institutionalequity>

- All funds used for the recruitment of PSAs must be accounted for through the Athletics Business Office. Funds from private sources, such as camp accounts, boosters or a coach's personal funds, may not be used for any aspect of recruiting. Discounted or free services must be approved prior to the recruitment activity by the Office of Compliance Services.
- Lodging and restaurants used for official visits will meet the NCAA requirement that "standard" facilities only are used for these purposes. A list of unapproved lodging and restaurants is provided as a supplement to this policy. Only commercial, economy-class airfare and standard local transportation means will be provided for visiting PSAs. Head coaches are responsible for ensuring that PSAs are not provided excessive entertainment, meals, lodging or transportation.
- All activities, social and other, involving visiting PSAs must end in time for PSAs to be in their place of lodging by 1:00 a.m. The responsible member of the sport program staff will ensure that the PSA is in his/her room by the prescribed time.
- Head coaches are responsible for ensuring that all monitoring documentation is complete and current and submitted in the following month's Compliance Folder (30-day cycle). The Office of Compliance Services is responsible for the provision of appropriate forms and checking completion of all required forms on a regular basis. Failure to maintain required documentation and/or to enforce CU Boulder's recruiting policies will result in disciplinary action and/or negative performance evaluations of responsible coaches, operations staff or staff members.
- It is required that a coach and/or the sport program's operations staff member conduct an exit meeting with each visiting PSA and student-athlete host to obtain information concerning the visit, including a review of activities experienced during the visit and the associated expenditures.

Violations of any of these rules will cause the following actions to be considered:

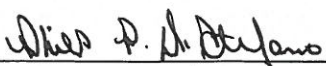
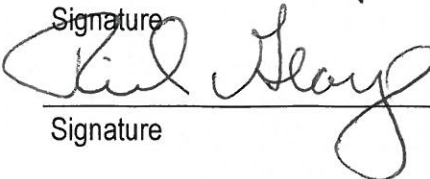
- *The Director of Athletics (AD), in consultation with the CU Boulder Chancellor or his/her designee, may suspend from competition student-athletes involved in such violations pending a review of the violations. Disciplinary actions following the review may include suspension or dismissal from the team.*
- *The Director of Athletics may suspend any Athletics staff members involved in violations pending a review of the violations, and disciplinary actions may be applied by the AD following the review.*
- *The Director of Athletics may determine that prospective student-athletes in violation of these standards will no longer be recruited to CU Boulder.*

CU Boulder will not tolerate inappropriate recruiting activities, and violations may result in termination of employment, imposition of fines, and possible loss of athletics aid and participation opportunities.

Chancellor Phil DiStefano and Director of Athletics Rick George reviewed this policy and approved it on the date shown below for the 2016-17 academic year.

Chancellor Phil DiStefano

Signature

Date

8-16-2016

Director of Athletics Rick George

Signature

Date

7-26-16