



INTERCOLLEGIATE ATHLETICS STUDENT-ATHLETE HANDBOOK

*A guide with important information
about the athletic program,
expectations, and resources.*



2025-2026



August 2025

Greetings, and welcome to the Bridgewater State University Athletic Program!

As a BSU Bear, you're joining a proud tradition of grit, resilience, and excellence—on the field, in the classroom, and in the community. Whether you compete on the court, mat, track, pool, our goal is to help you grow as an athlete, a student, and a leader.

This handbook is here to guide you through your experience as a student-athlete. Inside, you'll find important information about our athletic programs, expectations, and the many resources available to support your success.

We encourage you to:

- Get involved
- Know the policies of the Department, University, Conference, and NCAA
- Use the resources designed to help you thrive

Take time to read through everything carefully. These guidelines are here to help you make the most of your time at BSU and to support your journey toward excellence.

If you have any questions, don't hesitate to reach out to your coach—or to me. We're here to help you succeed.

Best wishes for a successful and memorable year! And remember ***EVERY DAY IS A GREAT DAY TO BE A BEAR!***

A handwritten signature in black ink that reads "Marybeth Lamb".

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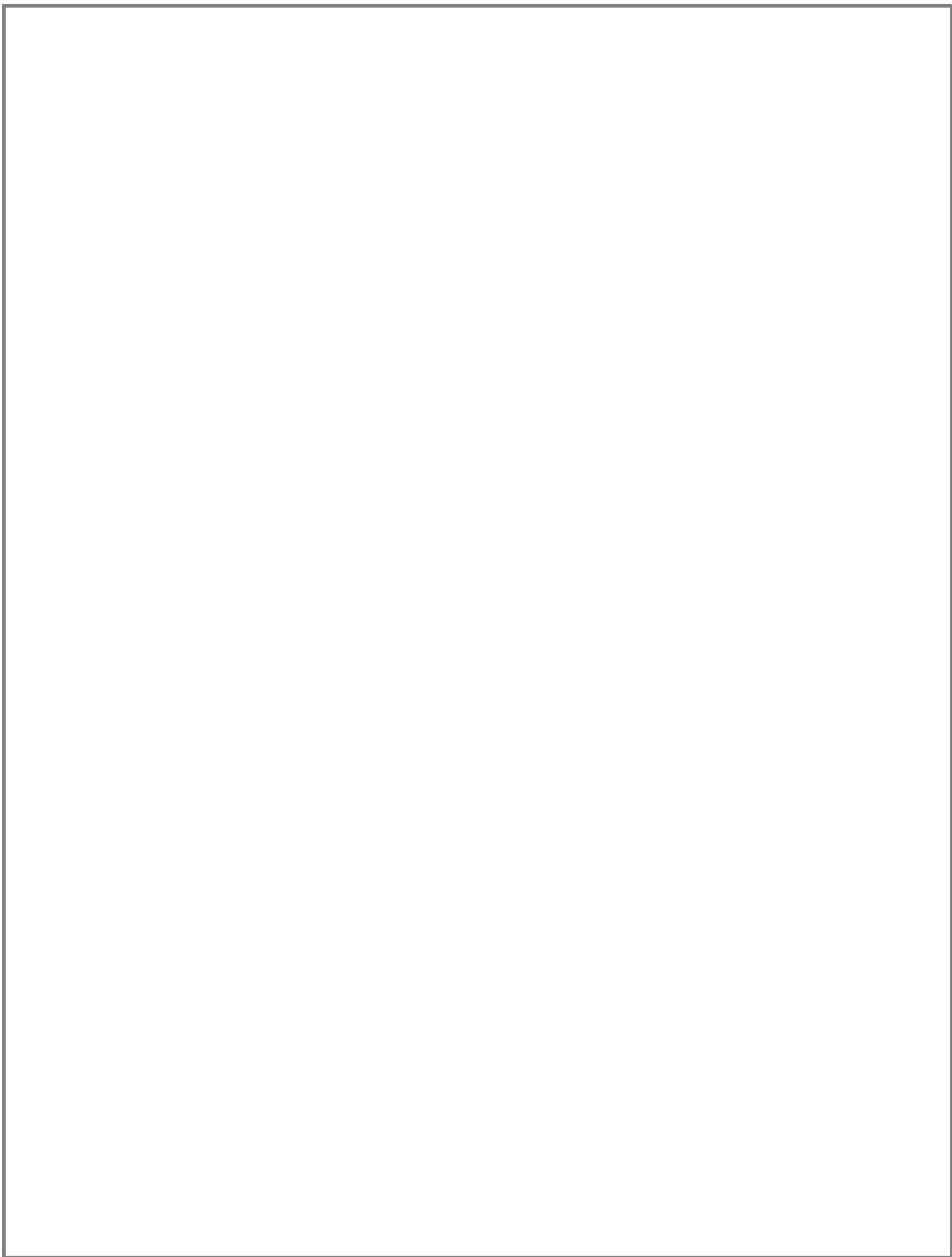


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1. Introduction

Bridgewater State University, our Intercollegiate Athletics program gives you the chance to grow as both a student and an athlete. Through sports, you'll develop your physical skills, strengthen your mind, and build lasting connections with teammates and the campus community.

We offer 22 varsity sports for both men and women, designed to match the interests and abilities of our diverse student body. Athletics is an important part of the college experience here, and we're proud to support your journey on and off the field.

Our teams compete in NCAA Division III, with our primary conference being the Massachusetts State Collegiate Athletic Conference (MASCAC). Some teams also participate in other sport-specific leagues, including the Little East Conference (LEC), New England Wrestling Association (NEWA), and the Intercollegiate Horse Show Association (IHSA).

As a student-athlete, you are a leader. You represent your team, the Athletics Department, and Bridgewater State University every day. We expect you to uphold the highest standards—on the field, in the classroom, and in the community. This means following all rules and guidelines set by the University, the NCAA, and your athletic conference, as well as local, state, and federal laws.

Please note: The Department of Athletics and Bridgewater State University reserve the right to update or change the policies in this handbook as needed.

1.1. Mission Statements / Philosophies

1.1.1. Bridgewater State University

1.1.1.1. Mission Statement

Bridgewater State University is an inclusive community dedicated to the lifelong success of all students, focused on the continuous improvement of its people, and responsible for leading innovations that benefits Southeastern Massachusetts, the commonwealth, and the world. Bridgewater's accessible environment of teaching and learning stimulates critical thinking, demands the rigorous pursuit of new knowledge and deeper understanding, cultivates meaningful and diverse interpersonal relationships, fosters global citizenship, and strives to transform lives and improve the human condition.



The full mission statement can be found at [BSU Mission Statement](#).

1.1.1.2. Vision Statement

Bridgewater State University aspires to be a community in which:

- ◆ All students, regardless of socioeconomic background, have full and equal access to the educational opportunities and social experiences that best prepare and inspire them to build purposeful lives of their choosing.
- ◆ All employees, regardless of role or position, are deeply engaged in the creation and enhancement of these opportunities and experiences.
- ◆ All members of the community readily embrace the University's values of fairness, respect, dignity and free expression, causing them to think beyond the self and to be engaged in the advancement of the greater good.

1.1.2. Division of Student Life

1.1.2.1. Mission Statement

The Division of Student Life champions community, well-being and success throughout each student's co-curricular journey at Bridgewater State University to ensure they learn, grow and succeed. We do this by empowering our students to develop into individuals with a sense of meaningful belonging, capable of creating inclusive healthy.

1.1.2.2. Vision Statement

We transform the student experience through inclusive communities, purposeful innovation, and personalized support.

1.1.3. Athletics & Recreation

1.1.3.1. Mission Statement

At Bridgewater State University, our Athletics and Recreation programs are here to support your success—on the field, in the classroom, and beyond. We offer inclusive athletics and recreation opportunities that help attract, support, and graduate a diverse group of students.

Our goal is to help you grow as a leader, get involved in the community, and build strong connections that make our campus a better place for everyone.

1.1.3.2. Vision Statement

To inspire and support every student on their journey to success—both in athletics and in life. Through guidance, mentorship, and opportunity, we help students strive for excellence and reach their full potential.

1.1.3.3. The Athletic Environment

At Bridgewater State University, our athletic environment is built to help you grow—not just as an athlete, but as a person. We believe in teaching social responsibility, leadership, and good citizenship through sports and recreation.

As a student-athlete, you're encouraged to follow your passions, explore your potential, and take part in all aspects of campus life. You're not just part of a team—you're an important part of the student body.

As a proud NCAA Division III member, our Athletics Department is committed to:

- ◆ Fair play
- ◆ Equal opportunities for men and women
- ◆ Recruiting student-athletes who reflect the diversity of our world

We offer a wide range of ways to get involved, including varsity sports, intramurals, and club teams – so there's something for everyone.

Your health and safety are top priorities. We're committed to providing a safe, supportive environment where you can compete, grow, and thrive. We also promote:

- ◆ Sportsmanship
- ◆ Positive attitude
- ◆ Ethical behavior

Whether you're a student-athlete, fan, or staff member, you're expected to represent BSU with pride and respect.

Finally, we believe in open communication. Student-athletes, coaches, and staff are encouraged to talk openly and work together. And just like every other student, athletes are treated with fairness and respect across campus.

1.1.4. NCAA Division III

Bridgewater State University proudly supports the mission of **NCAA Division III**—to create a fair, safe, and inclusive environment where student-athletes can thrive. At the heart of Division III is the belief that athletics should be a meaningful part of your college experience, not separate from it.

Division III emphasizes:

- Academic success first
- Balanced student life
- Fair play and sportsmanship
- Equity and inclusion for all athletes



To learn more about the NCAA's Division III Priorities, click here: [Our Division III Priorities](#)

1.1.5. MASCAC Mission Statement

The purpose of the Massachusetts State Collegiate Athletic Conference is to provide a comprehensive program of athletics for all State Universities. The objective underlying this purpose is to create a healthy atmosphere of competition and rivalry between the Universities and their student bodies while fostering the values of cooperation, leadership, courage, self-discipline, sportsmanship, diversity and self-reliance among the participating student-athletes..

1.2. *Gender Equity & Title IX*

At Bridgewater State University, we believe that every student should have equal access to participating in sports and recreation—whether it’s varsity, club, or intramural. These programs are an important part of your physical and personal development, and we’re committed to making sure they are fair and inclusive for everyone.

Gender equity means that all students—regardless of gender—have the same opportunities, resources, and support in athletics.

Title IX is a federal law that’s part of the Education Amendments of 1972. It protects people from discrimination based on sex or gender in any school or program that receives federal funding—including college athletics.

Today, Title IX also plays a key role in addressing issues like:

- Sexual harassment and assault
- Discrimination based on gender identity
- Bias related to race or ethnicity

As part of the **Clery Act**, members of the Athletics & Recreation Department are considered **Campus Security Authorities (CSAs)**. This means they are trained to report certain incidents and help keep our campus safe.

For specific information on the University and department policies involving gender equity issues in Athletics & Recreation, please contact:

Sue Crosby Tangen

Associate Director of Athletics for Student-Athlete Welfare / Senior Woman Administrator
Bridgewater State University
Tinsley 200A 508-531-2280
stangen@bridgew.edu

Members of the University community who believe that Title IX has been violated should discuss their concerns and/or file a complaint with the University’s Title IX Coordinator:

Christopher McMillan

Executive Director of Equal Opportunity / Title IX Coordinator
Boyden 206
C2mcmillan@bridgew.edu

1.3. *Faculty Athletics Representative*

Every NCAA school, including Bridgewater State University, has a **Faculty Athletics Representative (FAR)**—a faculty member appointed by the university president.

The FAR's main role is to:

- Support the academic success and well-being of student-athletes
- Help ensure that athletics and academics work together in a balanced and fair way
- Serve as a resource and advisor to the university president, athletic director, coaches, and student-athletes

At BSU, the FAR works closely with both academic and athletic staff to make sure you have the best possible experience—both in the classroom and in competition.



BSU's FAR is **Dr. Andrew Miller, Professor of Mathematics**, Andrew.miller@bridgew.edu, 508-531- 2104.

2. Expectations

As a student-athlete at BSU, you are part of a proud tradition of excellence. You are expected to:

- Be a positive teammate.
- Represent your team, the Athletics Department, and the BSU community with pride.
- Uphold high standards of behavior, both on and off the field.

Our coaches and staff are here to support your growth and reinforce these expectations throughout your time at BSU.

2.1. Your Responsibilities

Being a student-athlete is a privilege that comes with responsibility. You are expected to demonstrate:

- Leadership
- Honesty
- Compassion
- Integrity

Because student-athletes are highly visible members of the campus community, your actions matter. You are expected to act with maturity and respect in all settings.

You are responsible for following:

- All university policies
- Local, state, and federal laws
- The Athletics & Recreation Department policies outlined in this handbook
- Rules set by the NCAA, the Massachusetts State Collegiate Athletic Conference (MASCAC), and your coaches

Violations may be addressed through the Office of Community Standards or other university offices.

2.2. Your Rights

As a student-athlete, you have the right to:

- Be treated with respect by all members of the BSU community
- Be informed and included in meetings about potential disciplinary actions
- Meet with the Senior Associate Vice President for Student Life & Athletics to discuss your status on the team or within the program.

2.3. Behavioral Expectations

2.3.1. Student-Athletes Should:

- Show respect to professors, classmates, opponents, and officials
- Be on time and prepare for class
- Notify professors in advance when traveling for competition affects class attendance
- Follow all team rules and policies
- Dress appropriately and represent BSU positively when traveling
- Be courteous to spectators, game staff, and media
- Attend required university meetings (e.g., Community Standards, Title IX, Dean of Students), even if they conflict with practice

2.3.2. Coaches Should:

- Lead by example in sportsmanship and professionalism
- Treat all individuals with respect
- Apply team rules fairly and consistently
- Support the personal and athletic development of every team member
- Respect the game and its rules
- Follow all departmental, university, and conference regulations

2.3.3. When Attending Events as a Spectator:

Whether you're a student-athlete or coach, when attending games as a spectator, you are expected to:

- Respect all players, coaches, and officials
- Accept decisions made by officials and coaches
- Avoid negative comments or criticism
- Follow directions from game management staff

3. Eligibility for Participation

Being a student-athlete at Bridgewater State University (BSU) is a rewarding experience that comes with important academic and eligibility responsibilities. These rules are designed to help you succeed both in the classroom and in your sport. To participate in practices or competitions, you must meet the following requirements:

3.1. Academic Requirements

3.1.1. Enrollment Requirements

- You must be a full-time, matriculated undergraduate student, enrolled in at least 12 credit hours each semester.
- Graduate students from Division III schools with remaining eligibility may participate if enrolled in at least 9 credit hours in a full-time graduate program.
- If you have a documented learning disability, you may request an NCAA waiver to take fewer than 12 credits and still be considered full-time. Contact Chanelle Melton, Manager of Diversity, Inclusion & NCAA Compliance, for help with this confidential process. Waiver requests must be submitted before the semester your team competes.
- Important: If you drop or withdraw from a class and fall below 12 credits (or 9 for graduate students), you will become immediately ineligible for practices and competitions.

3.1.2. Academic Performance Standards

- Student-athletes are expected to maintain good academic standing to compete;
 - Year 1: After your first semester of full-time attendance, you must maintain a cumulative GPA of 1.75 or above to continue to compete in your second semester.
 - Year 2, 3 and 4 of athletic eligibility: You must maintain a **cumulative GPA of 2.0 or higher** to be in good academic standing.



NOTE: Individual teams may set more rigorous academic standards for student-athletes completing on that team.

3.1.3. Credit Hour Requirements

- You must complete **at least 24 credit hours** within the immediately preceding two semesters. Credits earned during summer and winter sessions can count toward this total.
- You must also pass **at least 8 credit hours** in the semester immediately before your season. Summer and intersession courses can count toward this requirement.

- If you're in your **final semester** and need fewer than 12 credits to graduate, you may still be eligible if the Registrar confirms you're taking only the courses needed to complete your degree.

3.1.4. Transfer Students



If you're transferring to BSU, you must complete the **eligibility clearance process**, which includes coordination with your previous school and support from **Chanelle Melton, Manager for Diversity, Inclusion and Compliance** at cmelton@bridgew.edu.

3.1.5. Class Attendance and Conduct

You must **attend classes regularly** and remain in good standing with the university. Poor academic performance or conduct may affect your eligibility.

3.2. Participation Limits

You can compete in a sport for **up to four seasons** within your first **10 semesters** of full-time college enrollment.

3.3. Team Selection

All full-time students have the **right to try out** for a team. However, being selected and staying on the team is a **privilege**, not a guarantee—even if you were recruited. Final decisions are made by the **Head Coach and coaching staff**, based on more than just athletic ability.

3.4. Student-Athlete Eligibility Appeal Process

If you are ruled ineligible to participate in athletics—either for academic reasons or due to a policy violation—you have the right to appeal. Below are the steps and requirements for each type of appeal.

3.4.1. Academic Eligibility Appeals

If you are found academically ineligible by the **Manager for Diversity, Inclusion & NCAA Compliance (Chanelle Melton)**, you may appeal the decision to the **Senior Associate Vice President for Student Life & Athletics**.

What to Include in Your Appeal:

1. A **personal letter** explaining why you are appealing the decision.
2. **Supporting documents** from others (not from you), such as:
 - ◆ Transcripts
 - ◆ Medical documentation
 - ◆ Letters from professors or advisors

Tip: You are encouraged to share relevant context surrounding your appeal. Appeals are reviewed holistically and confidentially.

The Senior Associate Vice President may consult with the **Associate Directors of Athletics for Student-Athlete Welfare** to make a fair decision. If you are not satisfied with the outcome, you may submit a final appeal to the **Vice President for Student Life**. All decisions at this level are final.

3.4.2. Athletic Suspension Appeals

If your eligibility to participate in athletics is suspended or revoked due to a **violation of athletic department policies** (such as not returning equipment or breaking team rules), you have the right to appeal the decision if you believe the policy was applied unfairly.

Note: This appeal process is separate from NCAA, MASCAC, or university judicial or conduct appeals.

3.4.2.1. How to Submit an Appeal

To begin the appeal process, submit the following two items:

- ◆ A personal letter explaining why you are appealing the suspension.
- ◆ Supporting documentation from others (not from you), such as:
 - ◆ Medical records
 - ◆ Police or legal documents
 - ◆ Letters from professors, advisors, or other advocates

3.4.2.2. Who Reviews the Appeal

- ◆ Your appeal will be reviewed by the Senior Associate Vice President for Student Life & Athletics.
- ◆ They may consult with the Associate Directors of Athletics for Student-Athlete Welfare to ensure a fair and informed decision.

3.4.2.3. Final Appeal Options

If you are not satisfied with the outcome, you may submit a final appeal to the **Vice President for Student Life**.

All decisions made at this level are **final**.

3.5. *Early Registration*

3.5.1. Eligibility Requirements

To qualify for early registration, you must:

- Have been on your team's official roster at the end of the previous season.

- Meet with your **academic advisor** and be cleared to register.
- **Clear all holds** on your student account (e.g., medical, financial, conduct).
- Be in **good academic standing** and **athletically eligible**.

3.5.2. Registration Details

- Early registration opens on the date set by the **University Registrar**.
- You can register between **6:30 a.m. and midnight** on that day.
- If you face challenges like limited access to technology, caregiving responsibilities, or work conflicts, contact the **Registrar's Office in advance** for help or accommodation.

3.5.3. Team Eligibility by Semester

3.5.3.1. Teams eligible for Early Registration in NOVEMBER:

Baseball	Basketball	Equestrian
Women's Lacrosse	Softball	Swim & Dive
Men's Tennis	Indoor Track & Field	Wrestling
	Outdoor Track & Field	

3.5.3.2. Teams eligible for Early Registration in APRIL:

Basketball	Cross Country	Equestrian
Field Hockey	Football	Soccer
Women's Tennis	Indoor Track & Field	Swim & Dive
Volleyball	Wrestling	



If you have questions about early registration, contact **Sue Crosby Tangen, the Associate Athletics Director for Student-Athlete Welfare**.

4. Student-Athlete Resource Groups

4.1. Freshman Workshops

Who attends: All first-year student-athletes

When: Your first fall semester

Led by: Sue Crosby-Tangen, Associate Director of Athletics for Student-Athlete Welfare

This required workshop series helps you adjust to college life and balance academics, athletics, and personal growth. Topics include:

- Time management
- Academic advising
- Communicating with faculty
- Bystander intervention training
- Campus resources
- And more!

4.2. BEAR UP! Leadership Program

What it is: A year-long leadership development program

Who joins: Student-athletes nominated by coaches or teammates

When: Monthly workshops throughout the academic year

BearUp! helps you grow as a leader and teammate. The program ends with each team's Bear Leadership Team creating a plan—alongside their coach—to promote inclusive team culture, shared leadership, and team goals.

Coaches and teammates are encouraged to nominate a diverse group of participants to reflect the full range of experiences and identities on each team.

4.3. Student-Athlete Advisory Committee (SAAC)

What it is: An official student organization recognized by BSU's Student Government Association

Who joins: Each team selects at least two representatives

When: Monthly meetings on the last Monday of each month

SAAC gives student-athletes a voice in the athletic department and NCAA matters. It also promotes team spirit and campus involvement.

4.3.1. SAAC's Purpose:

- Represent and support BSU student-athletes
- Provide input on NCAA rules and policies
- Advise on athletic department issues

Structure:

Each sport has two voting members. The executive board includes a president, vice president, and secretary, elected annually.

All student-athletes are welcome to attend meetings. If you have a concern or idea, ask your team's SAAC rep to bring it to the next meeting.



Visit the SAAC webpage at [SAAC on bsubears.com](https://www.bsubears.com/saac)

4.4. Student-Athlete Diversity Committee (SADC)

4.4.1. Mission:

SADC works to create a safe, inclusive, and welcoming environment for all student-athletes—regardless of race, ethnicity, gender identity, sexual orientation, religion, ability, or background.

We're committed to equity, inclusion, and respect in everything we do—on the field, in the classroom, and beyond.

4.4.2. SADC Goals:

- Provide support and safe spaces for ALANA, BIPOC, LGBTQ+, first-gen, and other historically marginalized student-athletes
- Celebrate and value diverse identities
- Promote anti-racism and cultural awareness
- Educate and engage the BSU Athletics community in conversations about social justice and allyship



Visit the SADC webpage at [SA Diversity Committee on bsubears.com](https://www.bsubears.com/sadc)

5. Sports Medicine & Athletic Training

The Sports Medicine and Athletic Training program at Bridgewater State University is here to support the health and well-being of all varsity student-athletes. Our team includes certified athletic trainers (ATCs) who work under the supervision of our Team Physician and collaborate with Health Services and outside medical specialists to provide top-quality care.

Our staff has over 35 years of combined experience in athletic health care. We're committed to helping you stay healthy, recover from injuries, and perform at your best.

5.1. Facilities

We have two main Athletic Training facilities:

- Adrian Tinsley Center (ATC) – This is our primary facility, open year-round. It features a spacious, state-of-the-art area for treatment, rehab, and recovery. It's located across from the Equipment Issue window and near the courts, locker rooms, fitness center, and athletic fields.
- Kelly Gymnasium – Located on the lower level across from the locker rooms, this facility supports the Wrestling and Men's/Women's Swim & Dive teams during their seasons. It's closed during the summer and after the spring semester.

We also use the Tinsley Fitness Center, Moriarty Pool, and Kelly Gym weight room as part of our training and rehab programs.

5.1.1. Facility Rules & Expectations

To keep our facilities safe and professional:

- Treat the space like a medical clinic.
- Be respectful to staff and other athletes.
- No sports equipment inside.
- Wear shirts, shorts, and shoes (no cleats).
- No foul language or inappropriate behavior.
- No food or drinks.
- Keep your appointments or notify staff if you need to cancel.
- Only injured or ill athletes receiving care may enter—no hanging out.
- Priority of care:
 - ◆ Recently injured athletes
 - ◆ Athletes with a contest that day

- ◆ Athletes within 1 hour of practice
- ◆ Everyone else

- Arrive early—treatment is not an excuse to be late for practice or games.

Visit the BSU Sports Medicine Website at [Sports Medicine on bsubears.com](https://www.bsubears.com/sports-medicine)



5.1.2. Hours of Operation

- Tinsley Center Athletic Training Room is open by appointment only. To schedule, email Jeanne O'Brien, Assistant Director of Athletics for Sports Medicine: J5Obrien@bridgew.edu
- Before Practices/Contests:
 - Open 1 hour before practice
 - Open 2 hours before contests
 - Weekends: Hours vary based on team schedules.
 - Rehab Appointments: Scheduled individually.

5.2. Medical Clearance Requirements

5.2.1. Before Participation

All student-athletes must be medically cleared before participating in tryouts, practices, or strength training.

Follow the instructions here: [Medical Clearance Requirements on bsubears.com](https://www.bsubears.com/medical-clearance-requirements)



5.2.2. After Injury or Illness

If you see a doctor outside of BSU for an injury or illness, you must:

1. Submit a written clearance note with a diagnosis.
2. Bring a BSU Referral Form to your appointment (download from the website).
3. Undergo a functional assessment by our athletic trainers.

Based on your assessment, you'll be cleared for:

- Full participation (no restrictions), or
- Limited participation (until strength, motion, or function improves)

If you show signs of a concussion, you'll be placed in our Comprehensive Concussion Management Program.

5.3. Insurance & Health Requirements

5.3.1. Health Insurance Coverage

All student-athletes are required to have personal health and accident insurance. This is mandated by both the Commonwealth of Massachusetts and the NCAA.

- Your insurance must cover at least \$50,000 in accidental injury.
- The NCAA Catastrophic Injury Insurance Plan covers injuries or illnesses that cost more than \$90,000.
- BSU provides additional insurance to cover the gap between \$50,000 and \$90,000.

If you have questions about your coverage, contact the Sports Medicine staff.

5.3.2. Participation with Medical Conditions or Impairments

BSU values your safety above all else. If you have a medical condition—such as a missing or non-functioning organ, or another serious health issue—you must meet with the University Physician before participating in any varsity, club, or intramural sport.

- If the physician advises against participation, you'll be informed of the risks.
- Under Section 504 of the Rehabilitation Act of 1973, you cannot be excluded from participation solely due to a disability.
- If you choose to participate against medical advice, you must sign an Informed Consent Form each year and for each sport. This form must be signed in front of a witness.

5.4. NCAA Banned Substances

The NCAA bans certain substances that can enhance athletic performance. These include:

- Illegal drugs
- Some prescription medications
- Many over-the-counter supplements, even if they're legal

Important:



- You are responsible for knowing what you put in your body.
- The NCAA can test for banned substances during any round of championship play.
- The list of banned substances is updated regularly. Check the current list here: [NCAA Banned Substances](#)

Even though marijuana and CBD oil are legal in Massachusetts, they are banned on campus and by the NCAA.

5.5. Drug Testing & Supplements

- Drug testing can happen at any time during NCAA competition, including regional rounds.
- There is no complete list of banned substances—many supplements are contaminated with banned ingredients not listed on the label.
- Always check with the Athletic Training Staff before taking any supplement or medication.

5.6. Prescription Medications

- You may take prescription drugs only with a valid prescription from a licensed physician.
- A Medical Exemption Form must be completed by your doctor and uploaded to your Healthy Roster profile.
- Not knowing a substance was banned is not an acceptable excuse if you test positive.



If you're ever unsure, ask the Sports Medicine or Athletic Training staff before taking anything.

6. Sports Performance

The **BSU Sports Performance Program** is designed to help you become a stronger, faster, and more resilient athlete—while reducing your risk of injury.

Our certified **Strength and Conditioning Coaches** (NSCA-CSCS) work closely with our **Athletic Trainers** (NATA-BOC) to create and lead sport- and position-specific training programs tailored to your team's needs.

6.1. What We Offer

- **Team Strength & Conditioning Sessions**
Customized workouts designed to improve performance and reduce injury risk.
- **Guided Open Sessions**
Extra training opportunities available throughout the week—and during the summer—for athletes who want to keep progressing outside of team sessions.
- **Education & Technique**
We'll teach you proper lifting and conditioning techniques to help you train safely and effectively.

6.2. Where You'll Train

We use all BSU athletic facilities, with two main training centers:

- **Kelly Gymnasium Sports Performance Center / Weight Room**
Our primary training space during the academic year.
- **Swenson Athletic Complex Sports Performance Center**
A seasonal facility used during outdoor sports seasons.



If you have questions about your training program or want to schedule extra sessions, talk to a member of the Sports Performance staff.

7. Equipment Room Policies & Procedures

The Athletics Department is committed to providing high-quality uniforms, equipment, and facilities to support your success. In return, we expect all student-athletes to take pride in their appearance and represent **Bridgewater State University** with professionalism and respect.

7.1. Team Colors & Appearance

- **BSU colors are crimson and white.** Any personal accessories (like socks or sleeves) should match these colors.
- Take pride in your appearance when wearing BSU gear—you represent the university on and off the field.

7.2. Uniforms & Equipment

7.2.1. Game Uniforms

- Game uniforms are issued to all eligible team members and are **property of BSU**.
- **Only wear your uniform for official games**—not for personal use, parties, or social events.
- **Do not wear BSU athletic gear** in places where alcohol is served or where illegal substances are present.

7.2.2. Uniform Care & Return

- After each game, your coach or team manager will return uniforms to the equipment room for cleaning.
- You'll be able to pick up your clean uniform on the day of your next contest.
- If you damage gear by not following proper care instructions, you'll be charged the full replacement cost.

7.2.3. Branding Guidelines

- Any visible undergarments (e.g., compression shirts, tights, hand warmers, headbands) must match the **brand of your uniform** if the logo is visible.

7.3. End-of-Season Equipment Return

- You are responsible for returning **all issued gear** (uniforms, warm-ups, practice gear, etc.) within **3 days** of your final competition.

- If you leave or are removed from the team, you must return your gear **immediately** or pay the replacement cost.
- Damaged or unreturned items will result in:

A charge for repair or replacement

A possible referral to the Office of Community Standards

A hold on future equipment until all debts are resolved

7.4. Locker Room Policies

- You'll be assigned a **locker and lock** for the season.
- **Clean out your locker** immediately after your season ends.
- After the season, all locks will be removed and personal items will be placed in the **equipment room's lost and found**.
- **Locker Room Etiquette**
- Keep decorations **positive, respectful, and inclusive**.
- **No profanity, offensive images, or inappropriate content** is allowed.



If you have questions about uniforms, gear, or locker assignments, contact your coach or the Equipment Room staff.

8. Team Travel & Transportation

8.1. Who Can Travel

Only **rostered team members, team managers, and authorized Athletics & Recreation staff** are allowed to travel with BSU intercollegiate teams. **Private vehicles may not be used** for team travel unless approved in advance by the Athletics Office.

8.2. Travel Requirements

All student-athletes must travel **to and from away competitions** using transportation provided by the Department of Athletics & Recreation.

8.2.1. Exceptions

- If you have an **extenuating circumstance**, you may request to travel separately by submitting a **Team Travel Waiver**.
- This waiver must be submitted **at least 24 hours before departure** via your **Teamworks Hub account** or the BSU Athletics Travel Waiver.
- Late submissions will not be accepted, and you will be required to travel with the team.

8.3. Dress Code & Conduct During Travel

- **Dress appropriately** for all away trips. Your coach will set expectations for team appearance.
- If your team has travel gear, wear it to and from the bus whenever possible.
- You are representing **Bridgewater State University**—your behavior should reflect that at all times.
- **Inappropriate behavior** that harms the reputation of BSU or your team may result in disciplinary action by the **Director of Athletics** and/or the **University Judicial System**.

8.4. Class Dismissal Policy

We aim to minimize conflicts between athletics and academics. However, when conflicts arise:

- **Talk to your professors early**—ideally 1–2 weeks before your competition.
- Let them know which classes you may miss and ask about how to make up missed work.
- **It is your responsibility** to complete all missed assignments.
- **Instructors are not required** to excuse absences for athletic events—it's up to their discretion.



- If needed, you can request a **Excused Absence Form** through the main Athletic Office in Tinsley or download the form from **the bsubears.com website**.
Click this for the [excused absence form](#)

Note: You may not miss class for practice.

8.4.1. Home Games & Class Attendance

- For home contests, stay in class until the last possible moment before your game.
- Discuss your home game schedule with your professors in advance.
- You may be asked to wear your uniform to class to be ready for the competition.



If you have questions about travel, class conflicts, or the waiver process, contact your coach or the Athletics Office.

9. Fundraising

Many teams choose to fundraise to support their goals and enhance their team experience. All fundraising activities connected to **Bridgewater State University Athletics** must follow the rules and policies of:

- Bridgewater State University
- The BSU Foundation
- The Department of Athletics
- The NCAA
- The Commonwealth of Massachusetts

9.1. Important Guidelines



- **All money raised** through fundraising becomes the property of the University and is **non-refundable**.
- **No fundraising activities** may take place without **prior approval** from the **Senior Associate Vice President for Student Life & Athletics** (or their designee).
- **Student-athletes may not purchase** clothing, equipment, or other items using fundraising money without proper approval.



If you have questions or need help planning a fundraiser, connect with your head coach or contact the **Senior Associate Vice President for Athletics and Student Wellness**.

10. Sports Information

To help promote you and your team, each student-athlete is required to complete a **Player Bio Form** for the Sports Information Office.

This form includes:

- Your athletic background and achievements
- Personal details like your major and hometown

10.1. Why It Matters

The information you provide is used to:

- Update the BSU Athletics website
- Create game programs, brochures, and media guides
- Provide color commentary during web streaming of games
- Send news stories to your hometown newspapers

10.2. Your Responsibility

- Make sure all the information you provide is **accurate and complete**
- Filling out the form thoroughly helps us highlight your accomplishments and promote BSU Athletics effectively



If you have questions about the form or how your information will be used, contact the Sports Information Office.

11. Intramurals & Club Sports Participation

As a varsity student-athlete, you are welcome to participate in **Intramural** and **Club Sports** at BSU—but there are a few important rules to follow:

11.1. Eligibility & Restrictions

- **Varsity athletes** may participate in intramural or club sports, but:

If the intramural/club sport is the **same** as your varsity sport (e.g., varsity soccer player playing intramural soccer), there may be a **limit** on how many varsity athletes can be on one team.

You **cannot** participate in intramural or club sports **during your varsity season**.

*NOTE: Your varsity season begins with the **first official practice** and ends after your **final game**, including any postseason play.*

11.2. Who Can Participate in Club Sports

To join a **Club Sports team**, you must meet the following requirements:

11.2.1. Undergraduate Students

- Be enrolled full-time (at least **12 credits per semester**)
- Maintain good academic standing;
 - Year 1: After your first semester of full-time attendance, you must maintain a cumulative GPA of 1.75 or above to continue to compete in your second semester.
 - Year 2, 3 and 4 of athletic eligibility: You must maintain a **cumulative GPA of 2.0 or higher** to be in good academic standing.
- Have a **minimum 2.0 cumulative GPA after your first**
- Have a valid **BSU Connect Card**
- Be a **fee-paying student**

11.2.2. Graduate Students

- Be enrolled full-time (at least **9 credits per semester**)
- Have a **minimum 2.0 cumulative GPA**
- Have a valid **BSU Connect Card**
- Be a **fee-paying student**

If you're unsure about your eligibility or have questions about joining a club or intramural team, contact the **Department of Athletics & Recreation** for guidance.



- **Yaz Carvalho - Intramural Coordinator** at Y1CARVALHO@bridgew.edu
- **Melissa Bonomo - Coordinator Club Sports, Camps & Clinics** at melissa.bonomo@bridgew.edu

12. Multi-Sport Participation Policy

At Bridgewater State University, we proudly support student-athletes who choose to compete in **multiple varsity sports**. As a Division III institution, we value the well-rounded student-athlete experience and encourage multi-sport participation when it supports your **physical, academic, emotional, and social well-being**.

12.1. Consecutive Season Participation

If you plan to compete in **back-to-back sports seasons**, we strongly recommend scheduling a **personalized consultation** with:

- The Assistant Director of Athletics for Sports Medicine
- The Associate Director of Athletics for Student-Athlete Welfare

This meeting helps ensure you're physically and academically ready to transition between seasons.

A **minimum 7-day break** between seasons is recommended.

- This break may be adjusted based on:

Your academic standing

Physical and mental health

Length of your previous season

Level of participation

12.2. Simultaneous Sport Participation

To protect your health and performance:

- You should not practice or compete in two varsity sports at the same time.
- This includes avoiding participation in **non-traditional season practices** while actively competing in another sport's traditional season.



If you're considering multi-sport participation, talk to your coach and the Athletics staff early to plan a schedule that works best for you.

13. Off-Season Training & Conditioning

Any athletic activity that takes place **outside of your team's traditional or non-traditional season** is considered **off-season**.

13.1. NCAA Guidelines

According to **NCAA Division III** rules:

- All off-season training is **voluntary**.
- Coaches and athletics staff **cannot supervise, organize, or monitor** off-season workouts—unless specifically allowed by NCAA exceptions.
- Coaches may **not participate** in off-season activities with student-athletes, including coaching or playing.

13.2. Off-Season Leagues & Teams

If you join a team or league during the off-season:

- Participation is voluntary and not affiliated with BSU Athletics.
- You will not receive BSU uniforms or equipment for off-season competitions.

13.3. Stay Informed



Before joining any non-BSU activity, it's a good idea to check whether it complies with NCAA rules. If you're unsure, contact **Chanelle Melton, Manager of Diversity, Inclusion & Compliance** at cmelton@bridgew.edu

14. Name, Image, and Likeness (NIL) Policy

Bridgewater State University supports all student-athletes – including those from underrepresented and first-generation backgrounds – in exploring opportunities to earn compensation through their **name, image, and likeness (NIL)**.

In line with **NCAA policy**, BSU has developed specific guidelines to help student-athletes navigate NIL opportunities responsibly. Failure to follow these policies may result in penalties from the NCAA or BSU, including loss of eligibility.



NOTE: Massachusetts currently has no state law regulating NIL in higher education. This policy is governed by NCAA interim guidance and institutional standards.

14.1. What Is NIL?

NIL refers to any situation where your **name, image, likeness, or personal appearance** is used for promotional purposes. This can include both **paid and unpaid** opportunities.

14.1.1. Examples of NIL activities:

- Appearing in commercials or advertisements
- Promoting your own business
- Making public appearances
- Running camps or clinics
- Giving private lessons and promoting them
- Sponsored social media posts
- Signing autographs
- Participating in non-athletic NIL opportunities such as writing, speaking engagements, or creative content.

14.2. Disclosure Requirements

Before committing to any NIL activity, you must:

- Submit the BSU NIL Disclosure Form at least 7 days in advance
- Disclose all compensation details and relationships with third parties
- Notify BSU of any changes to your NIL agreements at least 7 days before they take effect



Student-athletes must also disclose any existing or past NIL agreements upon enrollment or transferring to BSU. If you need help understanding contracts or compensation terms,

contact **Chanelle Melton, Manager of Diversity, Inclusion & Compliance** at cmelton@bridgew.edu

14.3. Restrictions & Guidelines

You **may not**:

- Enter into NIL agreements that conflict with BSU's existing sponsorships
- Wear or promote sponsor apparel during official team activities if it conflicts with team contracts
- Use BSU logos, marks, or images in NIL promotions
- Use BSU facilities for NIL activities (unless renting space for lessons or camps, like any member of the public)
- Miss class, exams, tutoring, or team obligations for NIL activities
- Use NIL to influence your decision to attend, remain at, or transfer to a particular institution (recruiting inducements are not allowed).

You **may**:

- Reference your attendance at BSU and participation in athletics in your bio
- Use campus spaces for NIL activities if you follow university policies
- Hire an agent or attorney for NIL representation (as long as they're not helping you pursue professional athletic opportunities).
- Collaborate with brands or sponsors as long as you maintain compliance with university and NCAA guidelines.

14.4. Prohibited NIL Activities

You cannot receive NIL compensation that is:

- Based on enrolling at or staying at a specific school
- Based on athletic performance or achievements

You also cannot engage in NIL activities involving:

- Gambling or sports betting
- Adult entertainment
- Alcohol, tobacco, or marijuana products
- Illegal products or services
- NCAA-banned substances
- Anything misleading, offensive, or harmful to BSU's reputation
- Political endorsements or controversial public policy positions
- Discrimination or exploitation based on race, gender, religion, or other protected identities



You may **not sell or trade** any BSU-issued gear, apparel, or awards as part of NIL activities.

If you're unsure whether an NIL opportunity is allowed, ask first. All violations will be reviewed by the Compliance Office, and outcomes may include loss of eligibility, revocation or privileges, or additional sanctions.



BSU is here to support you—reach out to contact **Chanelle Melton, Manager of Diversity, Inclusion & Compliance @ cmelton@bridgew.edu**

14.5. Additional NIL Guidelines

14.5.1. Fair Compensation

Student-athletes may only enter into NIL agreements if:

- The compensation is for actual work performed, and
- The payment reflects fair market value for that work.



It is the responsibility of the student-athlete to ensure the compensation is not excessive or misrepresented.

14.6. Institutional Involvement

Bridgewater State University and its staff:

- **Cannot be involved** in creating, managing, or promoting your NIL activities.
- **Cannot enter into agreements with you** or benefit from your NIL activities in any way.
- May provide **general information** about NIL, compliance requirements, and financial literacy, but not endorsement or facilitation.

14.7. Other Important Considerations

14.7.1. International Student-Athletes:

If you're on a student visa, NIL activities may affect your immigration status. You must consult with BSU's International Student Office before signing any NIL agreement.



Contact **Chanelle Melton, Compliance Officer**, for help connecting with immigration or international education resources.

14.7.2. Taxes:

Money earned through NIL is likely considered **taxable income**. You are responsible for reporting it. Talk to a **tax professional** to understand your obligations.

14.7.3. Financial Aid:

Earning income through NIL may impact your **eligibility for need-based financial aid**. This includes federal, state and institutional aid. If you receive financial aid, speak with the Financial Aid Office before entering into NIL agreements.

15. Social Media Policy

The Department of Athletics and Recreation supports your right to use social media as a tool for communication, learning, and promoting your personal brand—including your Name, Image, and Likeness (NIL). However, as a student-athlete and representative of Bridgewater State University, you are held to a higher standard of conduct both online and offline.

15.1. Social Media Guidelines

Effective August 1, 2024

You are expected to use social media responsibly and in a way that reflects positively on:

- Yourself
- Your team
- BSU Athletics
- Bridgewater State University

This includes platforms like TikTok, Instagram, Snapchat, YouTube, Facebook, X (formerly Twitter), VSCO, and others.

15.1.1. What You Cannot Post

You may not post content that:

- Violates any laws, University policies, or NCAA/conference/team rules
- Incites violence or illegal activity
- Is threatening, obscene, or harassing
- Is discriminatory or defamatory (including toward teammates, coaches, or staff)
- Infringes on copyright or intellectual property
- Uses BSU logos, trademarks, or imagery without permission
- Implies you are speaking on behalf of BSU
- Promotes a product, cause, or political candidate using the BSU name
- Violates the terms of service of the platform you're using
- Disrupts University operations or invades others' rights



You also may not post:

- Photos or comments that show hazing, sexual harassment, underage drinking, drug use, or threats
- Inappropriate content while wearing BSU gear or participating in team-related activities



Reminder: Once something is posted online, it becomes public. Even deleted content can be saved or shared by others. Always think before you post.

15.1.2. Consequences for Violations

Violations of this policy may result in disciplinary action by:

- Your coach
- The Department of Athletics and Recreation
- The Office of Community Standards
- Law enforcement (if applicable)

Sanctions may include:

- Temporary or indefinite suspension from your team
- Dismissal from your team

15.2. Media Day Guidelines

Effective August 1, 2024

Each varsity team will have a scheduled **Media Day** with the **Coordinator of Athletics External Relations** before the start of the season.

15.2.1. Scheduling

- Media Day will be scheduled **after rosters are finalized** and gear is issued.
- It must occur **at least one week before your first competition or travel date.**
- **All team members must attend.**

15.2.2. Location



- Media Days will take place in the **Adrian Tinsley Center Conference Room**, unless otherwise communicated.

15.2.3. Props

- Only **approved props** may be used:
 - ◆ Sport-specific gear (balls, helmets, sticks, etc.)
 - ◆ BSU-branded items (foam fingers, flags, etc.)
 - ◆ Props provided by the Athletics Department
- **No alterations** to props are allowed.
- The Coordinator of Athletics External Relations reserves the right to deny any prop.

15.2.4. Expectations

- Arrive on time and be respectful.
- Team photos will be taken, weather permitting. If not, alternate arrangements will be made.
- Photos will be shared with coaches and team leaders within a few days.



If you have questions about social media use or Media Day, **contact the Lindsey Couturier , Coordinator of Athletics External Relations at lcouturier@bridgew.edu**

16. Policies Related to Conduct

16.1. Anti-Hazing Policy

16.1.1. Overview

Bridgewater State University strictly prohibits all forms of hazing. This policy is in full compliance with Massachusetts General Law Chapter 269, Sections 17–19, which makes hazing a criminal offense.

Any student, team, or organization found to be involved in hazing will face serious consequences, including:

- Disciplinary action under the Student Code of Conduct
- Possible criminal charges
- Sanctions for other community members under applicable university procedures

16.1.2. Why This Policy Matters

BSU is committed to creating a safe, inclusive, and educational environment. While being part of a team or organization can offer leadership, service, and personal growth opportunities, hazing undermines these values and can seriously harm the health and safety of individuals.

Hazing is not just a violation of university policy—it's a violation of the law. It has no place in our community.

16.1.3. Anti-Hazing Policy Statement

Hazing is abusive, degrading, psychologically damaging, and may be life-threatening. It is unacceptable in all forms and has no place in the Bridgewater State University community. Student groups, organizations, and athletic teams are important contributors to a vibrant and positive campus life and are expected to treat others with dignity and respect and act in accordance with expectations outlined in *The Student Code of Conduct*. Hazing by individuals and student organizations is prohibited in any form both on and off campus.

All forms of hazing are prohibited at Bridgewater State University. The University adheres to and enforces Massachusetts General Law chapter 269, secs. 17-19, prohibiting the practice of hazing. Students and/or student organizations, teams, or groups who fail to comply with the hazing law or this policy will be subject to provisions outlined in [The Student Code of Conduct](#) and disciplinary sanctions imposed thereunder, in addition to possible criminal charges. Other community members who fail to comply with the hazing law or this policy will be subject to other disciplinary procedures.

This policy applies to hazing behaviors regardless of where they occur. Alleged acts of hazing that take place off campus, whether during unofficial gatherings, travel, or remote

activities, may still be investigated and addressed under this policy if they involve Bridgewater State University students, student organizations, or community members and have the potential to negatively impact the university community or its values.

16.1.4. Applicability

This policy covers all University students, faculty, librarians, staff, vendors, contractors, visitors, volunteers, and all other affiliated or nonaffiliated persons, and all student organizations, teams, and groups.

16.1.5. Definitions

16.1.5.1. Hazing

Any intentional, knowing, or reckless conduct committed by a person on public or private property (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- Is committed during an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- Causes or creates a risk of physical or psychological harm that willfully or recklessly endangers the physical or mental health of any student or other person and goes beyond the typical risks involved in university or organizational activities (such as standard physical training for an athletic team).

The following are non-exhaustive examples of conduct that causes or creates such a risk:

- Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- Associating with specific people, but not others;
- Performing acts of servitude;
- Conducting inappropriate scavenger hunts or similar quests;
- Shaving of the head or any other body part;
- Engaging in public stunts that are potentially humiliating or degrading;
- Always requiring possession of certain items;
- Taking or damaging an individual's personal property;
- Invading a person's room, bathroom, or other private space;
- Wearing conspicuous apparel that is not within community norms;
- Depriving privileges granted to other organization members;
- Making prank phone calls, text messages, or similar online activities;
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- Kidnapping, transporting, or abandoning a person;

- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- Furnishing alcohol to individuals under the age of 21 or illegal substances to any person, or facilitating the consumption of alcohol or use of illegal substances;
- Causing, coercing, or otherwise inducing another person to perform or simulate sexual acts;
- Any activity that places another person in reasonable fear of bodily harm through threatening words or conduct;
- Any activity against another person that includes a criminal violation of applicable local, State, or Federal law; and
- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, or Federal law.

This definition is consistent with Massachusetts General Law chapter 269, secs. 17-19, which prohibits the practice of hazing. In accordance with Massachusetts law, any individual present at the scene of a hazing incident who has knowledge that another person has been subjected to hazing is required to report the incident to law enforcement authorities, so long as doing so does not place themselves or others in danger. Failure to report under these circumstances constitutes a violation of both state law and university policy.

16.1.5.2. Student Organization

An organization is defined as any group – such as a club, society, association, service or study or travel group, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government – in which two or more members are enrolled students, regardless of whether the group is established or officially recognized by the university.

16.1.6. Reporting Incidents of Hazing

In accordance with Massachusetts law, any individual present at the scene of a hazing incident who has knowledge that another person has been subjected to hazing is required to report the incident to law enforcement authorities, so long as doing so does not place themselves or others in danger. Failure to report under these circumstances constitutes a violation of both state law and university policy.

University employees, students, and other community members are required to report potential hazing incidents as soon as possible to the Bridgewater State University Police Department (BSUPD) at 508.531.1212 or by submitting an [online hazing report](#).

Reports should summarize the concerning behavior/s, describe the time and location of the where the behaviors occurred, and include who was present.

Bridgewater State University encourages the reporting of hazing incidents and takes every such report seriously. It will investigate all reports diligently and thoroughly in accordance with [The Student Code of Conduct](#) and/or other applicable policies and procedures. Individuals found responsible for committing, soliciting, encouraging, directing, aiding, or

recklessly permitting hazing to occur will be subject to disciplinary sanctions up to and including suspension or expulsion from the university.

Any person may report hazing in person, by mail, by telephone or by email to the Office of Community Standards, or by utilizing the available online reporting form.



Physical Address:

DiNardo Hall, Room 133

Mailing Address:

Director of Community Standards
Bridgewater State University
115A Burrill Avenue
Bridgewater, MA 02325



Telephone:

508-531-6177

Email:

communitystandards@bridgew.edu



Online Hazing Report Form:

https://cm.maxient.com/reportingform.php?BridgewaterStateUniv&layout_id=7

16.1.7. Private and Confidential Reporting

Bridgewater State University will respect the privacy of reporters but cannot guarantee confidentiality for hazing reports. The information you provide to a non-confidential resource will be relayed only as necessary to investigate and/or seek a resolution and/or to comply with other appropriate university policies and procedures, and any federal, state and/or local laws, rules and regulations. Bridgewater State University will limit the disclosure as much as possible, even if the institution determines that the request for confidentiality cannot be honored.

Offices and officials who are confidential resources will not report to law enforcement or university officials without a complainant/reporting party's permission, except for extreme circumstances, such as a health and/or safety emergency. Bridgewater State University offices that are considered confidential are as follows:

Health Services

Weygand Hall, Room 1110

508-531-1252

wellnesscenter@bridgew.edu

Counseling Services

Weygand Hall, Room 1110

508-531-1252

wellnesscenter@bridgew.edu





Sexual Violence Advocacy and Support Center
Moakley Center, Room 130
508-531-2048
SVASCenter@bridgew.edu

16.1.8. Amnesty Related to Hazing Reports

Bridgewater State University recognizes that students are sometimes reluctant to report hazing activity, due to a fear of potential consequences for their own conduct. For this reason, the University has adopted an amnesty policy which states that a student who acts in good faith to report activity (to either BSUPD or the Office of Community Standards) that may fall within the definition of hazing and/or a victim who cooperates fully as a witness in the investigation and disciplinary process may not be subject to sanctions related to their own participation in hazing other related behaviors, including those related to alcohol and/or drug use, as determined by the University in its sole discretion.

In the event amnesty is granted for self-reported behaviors, if evidence is presented that the student has continued to engage in hazing behaviors or has knowledge of hazing activity that was not reported, they may be held accountable for those behaviors. Students who choose to report and request amnesty for their own conduct should know that amnesty does not apply to any criminal or civil action that may be taken by any law enforcement agencies, including BSUPD.

16.1.9. Investigation Process

After a report is received, Bridgewater State University will quickly review the submission and determine the next appropriate actions. If a report is criminal in nature, BSUPD and/or local law enforcement will be contacted. Bridgewater State University will also conduct its own investigation to prevent a recurrence of the alleged hazing and to determine if there are potential violations of [*The Student Code of Conduct*](#) and/or any other applicable processes depending upon the nature of the complaint.

16.1.10. Retaliation

No person may intimidate, threaten, coerce or discriminate against any individual because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Hazing Policy and Procedure. Complaints alleging retaliation may be filed with the Office of Community Standards and/or the Division of Human Resources and Talent Management. Any reports of retaliation involving an employee covered by a Collective Bargaining Agreement will be addressed through the appropriate governing processes.

16.2. Discrimination, Harassment, and Retaliation Policy

16.2.1. Our Commitment

Bridgewater State University is committed to maintaining a safe, respectful, and inclusive environment for all members of our community. Discrimination, discriminatory harassment, and retaliation of any kind are strictly prohibited.

This includes harassment based on:

- Race or color
- Religion or creed
- Gender, gender identity, or gender expression
- Sexual orientation
- National origin or immigration status
- Age or disability
- Veteran status
- Political beliefs or affiliation
- Marital status or family background
- Genetic information
- Socioeconomic or first-generation status
- Language or cultural background

Violations of this policy are also violations of the Student Code of Conduct and may result in disciplinary action. For more information, visit the BSU Student Handbook – Proscribed Conduct.

16.3. Sexual Violence Policy

BSU is dedicated to providing a learning, living, and working environment that is free from all forms of sexual violence, including:

- Sexual harassment
- Gender-based harassment
- Sexual assault
- Domestic and dating violence
- Stalking
- Retaliation

This policy aligns with:

- Title IX
- The Violence Against Women Act (VAWA)
- The Campus SaVE Act
- The Clery Act

- Guidance from the U.S. Department of Education and the White House Task Force to Protect Students from Sexual Assault



For the full policy and support resources, visit the Office of Equal Opportunity and Title IX.

16.3.1. Reporting Sexual Assault

If you experience or witness a potential sexual assault:

- You can report it to any BSU faculty or staff member.
- You have the right to report for Title IX/Equal Opportunity purposes without involving campus police (BSUPD).
- You will be treated with dignity and respect, and your identity and lived experiences will be honored throughout the process.

16.3.1.1. Sexual Violence Advocacy and Support Center (SVASC)

The SVASC is part of the President’s Division and reports to the Director of Equal Opportunity/Title IX Coordinator. SVASC is dedicated to:

- ◆ Preventing sexual and relationship violence
- ◆ Supporting survivors with identity-informed advocacy
- ◆ Providing both confidential and non-confidential support options

SVASC staff are trained to support students across diverse racial, cultural, gender, LGBTQ+, and ability identities.

Visit: [SVASC Website](#)



16.4. Alcohol, Drugs, and Tobacco Policy

16.4.1. Legal Compliance

Under Massachusetts law, it is illegal for anyone under the age of 21 to possess or consume alcohol.

Bridgewater State University and the Department of Athletics and Recreation fully support this law and will take appropriate action if student-athletes are found in violation.

16.4.2. Athletics Policy

While representing BSU—whether at games, practices, team events, or on trips—the following are strictly prohibited for both student-athletes and athletics staff:

- Alcoholic beverages
- Illegal drugs
- Tobacco products, including:
 - ◆ Cigarettes

- ◆ Cigars
- ◆ Chewing tobacco
- ◆ Marijuana
- ◆ Vapes and other tobacco-related items

16.4.3. Consequences for Violations

Violating BSU's policies on alcohol or drugs may result in:

- Disciplinary action under the University's Student Code of Conduct
- Athletics sanctions, such as team suspension or dismissal
- Criminal charges under state or federal law

16.4.4. Support & Resources

If you're struggling with substance use or have questions about alcohol or drugs, help is available. BSU offers confidential support through Health Services and Counseling Services. Seeking help will not automatically result in disciplinary action.



For more information, visit the BSU [Alcohol and Drug Free Campus Statement](#) or contact the Department of Athletics and Recreation.

16.5. Hosting Recruits

As a student-athlete, you play a key role in helping prospective student-athletes (recruits) experience what it's like to be part of BSU Athletics. Whether you're hosting or simply spending time with recruits during their visit, you are expected to create a safe, respectful, and positive environment.



- **Important Reminder**

Alcohol and other drugs (AOD) are strictly prohibited during any recruiting event—regardless of age or location.

16.5.1. Expectations for Student-Athlete Hosts

If you're hosting a recruit overnight, you must sign the Overnight Visit Form and follow these guidelines:

- Do not provide alcohol or drugs to a recruit under any circumstances.
- Do not put recruits in uncomfortable or risky situations, especially those involving alcohol or drugs.
- Never leave a recruit alone—they should be supervised at all times.
- Work as a team to ensure the recruit has a welcoming and informative visit.
- Know and follow BSU's alcohol and drug policies, and help recruits understand them if needed.

- Prioritize safety—avoid any activity that could put you or the recruit at risk.

16.5.2. Expectations for Prospective Student-Athletes

Recruits visiting BSU overnight must also sign the Overnight Visit Form and are expected to:

- Take responsibility for their actions during the visit.
- Conduct themselves in a respectful and mature manner.
- Follow Massachusetts law, which prohibits all use of illegal drugs and prohibits the use of alcoholic beverages by persons under 21 years of age.

If you have questions about hosting responsibilities or need support during a recruit visit, contact your coach or the Athletics Office.

16.6. Gambling & Sports Wagering Policy

Bridgewater State University is committed to protecting the integrity of collegiate athletics and ensuring that student-athletes are not placed in high-risk or exploitative situations—especially those influenced by social, financial, or peer pressure.

In addition to BSU’s general gambling policy, student-athletes are held to stricter NCAA rules regarding sports wagering.

16.6.1. What You Cannot Do (NCAA Rules)

16.6.1.1. As a student-athlete, you are prohibited from:

- Sharing inside information about your team or any intercollegiate competition with anyone involved in gambling.
- Placing bets on any college sports team, including your own or others.
- Accepting or soliciting bets on any intercollegiate competition—even for small items like a t-shirt or dinner.
- Participating in fantasy leagues with entry fees, March Madness pools, or betting on spreads or over/under bets, even if no money is involved.
- Betting on any sport in which the NCAA sponsors a championship, including professional leagues.

For more details, visit the [NCAA Sports Betting Resource](#).

16.6.1.2. University Policy

BSU’s policy on illegal gambling and bookmaking applies to all students. You can review it here: [Prohibition of Illegal Gambling & Bookmaking](#)



16.7. Amorous Relationships Policy

16.7.1. Purpose

This policy is designed to:

1. Ensure a safe and healthy environment where student-athletes can thrive.
2. Maintain ethical standards by preventing inappropriate relationships between coaches, athletics staff, and student-athletes—or between coaches with supervisory authority over one another.

16.7.2. Key Definitions

- Coach: Any head coach, assistant coach, graduate assistant, or volunteer coach.
- Athletics Staff: Any employee or student working in the Athletics Department in a supervisory, administrative, or support role.
- Supervisory Control or Authority: Any role that can influence a student-athlete's participation, including coaching, training, academic support, compliance, or team management.
- Student-Athlete: Any BSU student participating in intercollegiate or club athletics.
- Amorous Relationship: Any romantic, sexual, or dating relationship.

16.7.3. Policy Overview

Amorous relationships between coaches or athletics staff and student-athletes are strictly prohibited—regardless of age or perceived consent.

These relationships:

- Create conflicts of interest
- Undermine professional boundaries
- Can lead to perceptions of favoritism
- Compromise the integrity of the athletics program

Even if a coach or staff member does not directly supervise the student-athlete, the relationship is still prohibited due to the potential for perceived or actual bias.

16.7.4. Enforcement & Reporting

16.7.4.1. How to Report a Violation

Anyone can report a potential violation by contacting:

- The Senior Associate Vice President for Athletics & Student Wellness
- Any senior athletics staff member
- If preferred, reports can also be made to the Vice President for Student Life or the Director of Title IX and Equal Opportunity

Note: Coaches or staff who are aware of a possible violation and fail to report it may also be subject to disciplinary action.

16.7.4.2. Investigation Process

- The Associate Vice President for Athletics & Student Wellness will notify the Vice President for Student Life and the Director of Affirmative Action.
- An independent investigator (outside the Athletics Department) will be appointed.
- The investigation will include:
 - ◆ Interviews with relevant coaches, staff, and student-athletes
 - ◆ An opportunity for the accused to respond

The standard of proof is “preponderance of the evidence” (more likely than not), not the higher standard used in criminal cases.

16.7.4.3. Coordination with Other University Policies and Laws

If an investigation uncovers information suggesting:

- Sexual harassment, it will be immediately referred to the appropriate university officials responsible for enforcing BSU’s sexual harassment policy.
- Potential criminal conduct, it will be referred to BSU’s General Counsel, who will determine whether to notify law enforcement, in accordance with Massachusetts state and local laws.

Note: Enforcement of this policy will not be delayed while a criminal investigation is underway.

16.7.4.4. Disciplinary Action

If it is determined that a coach or staff member has violated this policy:

- They may face disciplinary action, up to and including termination.
- The decision will be made by the Associate Vice President for Athletics & Student Wellness, in consultation with the Associate Vice President for Student Life and the Director of Affirmative Action.
- All actions will follow applicable university procedures.

16.7.4.5. Confidentiality

BSU is committed to conducting all investigations using culturally responsive and trauma-informed practices.

We aim to ensure that students of all identities feel safe, heard, and supported throughout the process.

Information related to a suspected violation will only be shared on a need-to-know basis—to ensure compliance with the policy and protect the safety of students and others.

16.7.4.6. Protection from Retaliation

Retaliation is strictly prohibited. Anyone who reports a violation or participates in an investigation in good faith is protected from retaliation. Anyone who engages in retaliatory behavior will face disciplinary action, up to and including dismissal.

16.7.5. Additional Resources

For further reading and support, consider the following resources:



- Staying in Bounds: NCAA model policy on preventing inappropriate relationships
- Coach-Athlete Boundary Lines: *Athletic Management*, July 2009
- NCAA Equity and Title IX Manual
- Coach-Athlete Sexual Relationships: Pat Griffin, Women's Sports Foundation
- Safe4Athletes: Advocacy for athlete safety and well-being
Visit [Safe4Athletes](http://Safe4Athletes.com)

17. Dog / Pet Policy at Athletic Venues

17.1. Service Animals

Bridgewater State University welcomes **service animals** at athletic venues, with the following guidelines:



- **Outdoors:** Service animals are allowed **outside the fenced perimeter** of athletic fields.
- **Indoors:** Owners must make every effort to keep service animals **separate from general spectator areas**.
- **Bleachers:** Animals are **not permitted** in any bleacher seating area.

A **service animal** is defined as one that is required due to a disability and trained to perform a specific task.

17.2. Owner Responsibilities

If you bring a service animal to campus:

- You are responsible for its care, supervision, and feeding.
- The animal must be kept under control at all times.
- It must not cause disruption or interference with spectators, participants, or officials.

If the animal is not reasonably controlled, you may be asked to leave the venue.

17.3. Pets Not Allowed



Pets that are **not approved service animals** are **not allowed** at any BSU athletic venue. For their safety and comfort, please leave pets at home.

Student-athletes should remind their families of this policy before attending games or events.

17.4. Violations



Anyone who violates this policy will be asked to **remove the animal** from the area.

For full details, visit the BSU [Policy Regarding Animals on Campus](#)

18. Athletic Awards & Recognition

Student-athletes at Bridgewater State University are eligible for awards based on athletic performance, leadership, and academic achievement. Recognition may come from national organizations, coaches' associations, and BSU's own annual awards ceremony.

18.1. Coaches' Association Awards

Many coaches' associations offer **individual and team academic awards**. To be considered, your **GPA may be submitted** as part of the nomination process.

18.2. All-Sports Awards & Senior Recognition Ceremony

Each spring, BSU hosts the **All-Sports Award and Senior Recognition Ceremony** to honor student-athletes for excellence in competition and the classroom. Coaches nominate student-athletes for the following awards, which are reviewed by the **Athletic Awards Selection Committee**.

- **Senior Student-Athlete Stole** - Awarded to seniors who complete their final competitive season and may be worn at commencement.
 - ◆ Student-athletes who do not complete the season (voluntarily or involuntarily) are not eligible, unless special consideration is granted for documented injury or illness.
 - ◆ Student-athletes who owe a monetary balance to their team or the athletic department for trips, damages, missing equipment or uniforms will not receive their stole until the balance is resolved.
- **John C. Harper Athlete of the Year (M/W)** - Awarded to the most outstanding varsity athlete based on performance.
- **Rookie of the Year (M/W)** - Given to a first-year varsity athlete who excels in their sport.
- **Dr. Adrian Tinsley Scholar-Athlete of the Year (M/W)** - awarded to one male and one female student-athlete who demonstrates outstanding academic performance. Must have:
 - ◆ Earned a varsity letter
 - ◆ Completed one full academic year at BSU
 - ◆ Maintained a **minimum 3.20 GPA**
 - ◆ Demonstrated strong athletic performance
- **Lee Harrington "Unsung Hero" Award (M/W)** - Recognizes dedication, effort, and team contribution—not just talent. Must represent BSU positively on and off the field.



- **Yoshitaka Ando Student-Athlete Leadership Award** - Honors leadership that positively influences teammates, team culture, and the BSU Athletics community.
- **Chi Alpha Sigma Honor Society** - National recognition for student-athletes with a **cumulative GPA of 3.5+** in their junior or senior year. Recipients receive a **certificate and medallion**.
- **Varsity Pins** - Awarded to student-athletes who meet one of the following:
 - ◆ Participate in **at least 50%** of scheduled games, meets, or matches (*Injuries do not count against this percentage*)
 - ◆ Make a unique contribution to the team through **originality, dedication, or leadership**, as recommended by their coach
- **Team of the Year** - Awarded to the varsity team that best represents BSU Athletics through:
 - ◆ Athletic performance
 - ◆ Academic success
 - ◆ Team spirit
 - ◆ Community service

19. Contacts and Information

19.1.1. Administrative Staff

President	Mr. Fred Clark	
Vice President for Student Affairs	Dr. Lucy Croft	l1croft@bridgew.edu
Assoc. VP for Student Life & Athletics	Dr. Marybeth Lamb	m1lamb@bridgew.edu
Assoc. Director of Athletics – Student-Athlete Welfare	Sue Crosby-Tangen	stangen@bridgew.edu
Assoc. Director of Athletic – Operations	Glenn Gonsalves	ggonsalves@bridgew.edu
Asst. Director of Athletics – Fiscal Operations	Derek Viveiros	d2viveiros@bridgew.edu
Manager for Diversity, Inclusion & Compliance	Chanelle Melton	cmelton@bridgew.edu
Faculty Athletics Representative	Dr. Andrew Miller	andrew.miller@bridgew.edu
Title IX Coordinator	Christopher McMillan	c2mcmillan@bridgew.edu
Athletics Administrative Assistant	Susan Chaves	schaves@bridgew.edu
Operations Administrative Assistant	Tara Nelson	tnelson@bridgew.edu
Asst. Director of Athletics – Sports Med & Sports Performance	Jeanne O'Brien, LAT, ATC	j5obrien@bridgew.edu
Athletic Trainer	Jordanna LaPrise, LAT, ATC	j1laprise@bridgew.edu
Athletic Trainer	Charlie MacDowell, LAT, ATC	cmacdowell@bridgew.edu
Athletic Trainer	Kevin Roberts	k2roberts@bridgew.edu
Strength & Conditioning Coach	Chuck Denune, CSCS	cdenune@bridgew.edu
Strength & Conditioning Coach	Rene Moyen, CSCS	rmoyen@bridgew.edu
Assistant Athletics Director for Sports Information	Michael Holbrook	molbrook@bridgew.edu
Head Athletics Equipment Manager	John Farroba	j3farroba@bridgew.edu
Assistant Athletics Equipment Manager	Greg Zackrison	gzackrison@bridgew.edu
Asst. Athletics Director for Recreation & Wellness	Dan Rezendes	drezendes@bridgew.edu
Coordinator for Club Sports and Clinics	Melissa Bonomo	mbonomo@bridgew.edu
Coordinator for Intramurals	Yasmina Carvalho	y1carvalho@bridgew.edu
Coordinator of Aquatics Program	Michael Caruso	mcaruso@bridgew.edu

19.1.2. Head Coaching Staff

Baseball	Greg Zackrison	gzackrison@bridgew.edu
Basketball (M)	Matt McLaughlin	m3mclaughlin@bridgew.edu
Basketball (W)	Bridgett Casey	bcasey@bridgew.edu
Cross Country	Christine Kloiber	ckloiber@bridgew.edu
Equestrian	Christine Murphy	c28murphy@bridgew.edu
Field Hockey	Ashley Bishop	a3bishop@bridgew.edu
Football	Joe Verria	jverria@bridgew.edu
Lacrosse (W)	Erica Adams	erica.adams@bridgew.edu
Soccer (M)	Brendon Adams	kbadams@bridgew.edu
Soccer (W)	Yaz Carvalho	yasmina.carvalho@bridgew.edu
Softball	Angela Vecchione	a1veccione@bridgew.edu
Swimming & Diving	Michael Caruso	mcaruso@bridgew.edu
Tennis (M & W)	Dave Purpura	david.purpura@bridgew.edu
Track & Field (M)	Christine Kloiber	ckloiber@bridgew.edu
Volleyball	Tony daSilveira, Jr.	tdasilveira@bridgew.edu
Wrestling	Frank Cammisa	frank.cammisa@bridgew.edu

University Colors:	Crimson & White
University Nickname:	Bears
Stadium:	Peter Mazzaferro Field (1500)
Outdoor Facilities	Edward Swenson Athletic Complex
Indoor Facilities:	Dr. Adrian Tinsley Center, John J. Kelly Gymnasium, Moriarty Pool
Other Athletic Areas:	Rosen Tennis Courts (6), Alumni Park
Affiliated Athletic Conferences:	NCAA (Division III), MASCAC, LEC, NEWA, NEISDA
Athletic Department Telephone:	508-531-1352 (phone); 508-531-1356 (fax)
Athletics Dept. Web Site:	www.bsubears.com



