

It is your responsibility to understand the rules and regulations regarding NCAA Compliance. If you have any questions regarding your usability of Career Athletes, please contact your institution's compliance office.

NCAA Bylaw 12.3.1 (General Rule) states that an individual shall be ineligible for participation in an intercollegiate sport if he or she ever has agreed (orally or in writing) to be represented by an agent for the purpose of marketing his or her athletics ability or reputation in that sport. Further, an agency contract not specifically limited in writing to a sport or particular sports shall be deemed applicable to all sports, and the individual shall be ineligible to participate in any sport.

Student-Athlete Employment (NCAA Bylaw 15.2.6), effective August 1, 2003, states that earnings from a student-athlete's on- or off-campus employment that occurs at any time is exempt and is not counted in determining a student-athlete's full grant-in-aid or in the institution's financial aid limitations, provided:

- 1) The student-athlete's compensation does not include any remuneration for value or utility that the student-athlete may have for the employer because of the publicity, reputation, fame or personal following that he or she has obtained because of athletics ability;
- 2) The student-athlete is compensated only for work actually performed; and
- 3) The student-athlete is compensated at a rate commensurate with the going rate in that locality for similar services.

Endorsement of Products (NCAA Manual 2007 12.4.2.3 -Athletics Equipment Sales), states a student-athlete may not be employed to sell equipment related to the student-athlete's sport if his or her name, picture or athletics reputation is used to advertise or promote the product, the job or the employer. If the student-athlete's name, picture or athletics reputation is not used for advertising or promotion, the student-athlete may be employed in a legitimate sales position, provided he or she is reimbursed at an hourly rate or set salary in the same manner as any non-athlete salesperson.

#### All Mentors Agree to and Understand:

If you intend to mentor a current intercollegiate student-athlete with eligibility remaining, specific rules apply to you that do not apply to alumni athletes.

**Representatives of Athletics Interests – What You Must Know:** Under NCAA rules a "representative of the institution's athletics interests" (athletics representative/booster) is any individual who:

1. Made any type of contribution to a University or Athletic Department;
2. Joined a booster club or any sport specific support group;
3. Provided benefits (e.g., summer jobs or mentoring relationships) to prospective or enrolled student-athletes or their families;
4. Assisted, in any manner, in the recruitment of prospective student-athletes;
5. Participated as a varsity athlete at the University;
6. Is the parent or legal guardian of an enrolled student-athlete;
7. Promoted the athletics program in any way.

Once an individual is identified as a "Representative of the Institution's Athletics Interest," the person retains that identity forever. NCAA rules hold the institution responsible for all actions of its athletics representatives. Boosters involved in NCAA violations may lose benefits and privileges associated with the athletic program (e.g., ticket privileges or priority seating).

**Extra Benefits - What You Must Know:**

8. An enrolled student-athlete is ... a student who is presently participating in athletics or has completed his/her eligibility and is still enrolled at the institution.
9. An extra benefit is ... any special gift or arrangement provided to an enrolled student-athlete or a student athlete's relative or friend which is not available to the general student body of that institution. Extra benefit legislation also may apply to gifts or arrangements (other than legitimate jobs or mentoring relationships) following the student-athlete's graduation.

**Rules to Remember:**

10. Representatives of Athletics Interests cannot provide an "extra benefit" or special arrangements to an enrolled student-athlete that is not available to all other students at the University.
11. If a student-athlete accepts any benefit based on his/her athletic ability, that athlete will lose all eligibility for intercollegiate athletic participation. If the student-athlete has completed eligibility, the institution is still responsible and may receive penalties applied to the sport program. Additionally, the booster or representative involved may be told to disassociate from the University's athletics program.

**You May Not:**

12. Provide a student-athlete with extra benefits or services including, but not limited to:
  - ...a loan of money
  - ...a guarantee of bond
  - ...the use of an automobile
  - ...signing or co-signing a note with an outside agency to arrange a loan;
13. Make services available to a student-athlete (e.g., movie tickets, dinners, lunches, use of a car) from commercial agencies (e.g., movie theaters, restaurants, car dealers) without charge or at reduced rates;
14. Provide a student-athlete with a special discount, payment arrangement or credit on a purchase or service;
15. Provide a student-athlete with professional services without charge or at a reduced cost;
16. Allow a student-athlete to use a telephone or credit card without charge or at a reduced cost; or
17. Serve as a "sponsor" or "family" for enrolled student-athletes.

**Example of Possible Violation:**

After developing a mentor/mentee relationships, a mentor and current student-athlete decide to meet for lunch to discuss the professional development of the student-athlete. The mentor offers to pick up the tab for lunch and provide a ride to the restaurant. This type of arrangement would NOT be permissible—the provision of a meal and transportation to a student-athlete would be considered extra benefits under NCAA legislation.

Note: If you have any questions or concerns you should contact your University's Athletic Compliance Office.