


<p>Name of Policy: Student-athlete employment</p> <p>Policy Number: 3364-35-15</p> <p>Approving Officer: President</p> <p>Responsible Agent: Athletic Director</p> <p>Scope: Athletic Department</p>	 <p>Effective date: February 1, 2008</p>
<p><input checked="" type="checkbox"/> New policy proposal</p> <p><input type="checkbox"/> Major revision of existing policy</p>	<p><input type="checkbox"/> Minor/technical revision of existing policy</p> <p><input type="checkbox"/> Reaffirmation of existing policy</p>

(A) Policy statement

National Collegiate Athletic Association legislation allows student-athletes to earn money from legitimate on or off-campus employment during the academic year, above and beyond their scholarship.

It is the responsibility of each student-athlete to provide the athletic department with the appropriate information and obtain approval prior to securing employment in order to avoid any potential conflict with his/her athletics eligibility or financial aid.

Student-athletes are required to report their earnings to the compliance office; failure to do so may result in the loss of eligibility.

(B) Purpose of policy

Monitoring of student-athlete employment is a critical aspect in ensuring compliance with NCAA rules by the student-athlete and employers.

(C) Procedures

- (1) Student-athletes are bound by the following employment restrictions (as per NCAA legislation):
 - (a) A student-athlete can be compensated only for work actually performed.
 - (b) The student-athlete's rate of pay must be equal to that of other workers doing the same job in that locale.
 - (c) The compensation received may not include anything of value or utility that may be represented to the employer because of the fame, reputation, publicity, or personal following as a University of Toledo student-athlete.

- (2) The assistance athletic compliance officer will be responsible for the following regarding student athletes and employers:
 - (a) Student –athletes
 - (i) At the initial student-athlete compliance meeting, all student-athletes will be required to provide information concerning their employment status during the academic year.
 - (ii) At the end of year student-athlete compliance meetings, all student-athletes are required to provide information concerning their summer employment status.
 - (b) Employers
 - (i) The compliance office will notify employers of NCAA regulations regarding student-athlete employment, and student-athletes will be required to submit evidence of employment status (i.e., pay stubs).
 - (a) Employers are notified of NCAA regulations concerning student-athlete employment.
 - (b) Employers may not use a student-athlete’s image, name, or visibility to advertise or endorse their product or business.
 - (ii) The athletics department is not required to monitor employment earnings in the case of seniors who have exhausted eligibility.

(F) Definitions

Employment. All forms of work participation, including compensated or voluntary, as defined by the NCAA.

<p>Approved by:</p> <p><u>/s/ laj</u> Lloyd A. Jacobs, M.D. President</p> <p>February 13, 2008 Date</p> <p><i>Review/Revision Completed by: Athletic Department</i></p>	<p>Policies Superseded by This Policy:</p> <ul style="list-style-type: none">• None <p>Initial Effective Date: February 1, 2008 Review/Revision Date: Next review date: February 1, 2011</p>
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