

## **Suffolk County Community College Recruitment Policy for Intercollegiate Athletics**

All recruitment activities undertaken on behalf of the intercollegiate athletics program at Suffolk Community College are expected to conform to the highest standards of professional and ethical conduct. More specifically, such activities shall be carried out in accordance with SCCC's Philosophy and Mission Statement for Intercollegiate Athletics, and shall furthermore conform in all respects to the rules, regulations, and ethical guidelines as outlined in the By-Laws and Coaching Code of Ethics of the National Junior College Athletics Association.

### **Basic Principles**

Coaches, assistant coaches and others representing the athletics interests of Suffolk County Community College (hereafter referred to as 'coaches') shall:

1. respect and protect human civil rights and not knowingly participate in or condone discriminatory practices of any kind;
2. always strive to be truthful and put colleagues, other member institutions, and the NJCAA in a positive light;
3. consider the student-athlete's educational and career goals, health and well being, as paramount;
4. never encourage, condone, or require any behavior that threatens the eligibility of the student-athlete;
5. conduct all recruitment activities in an honest, fair and respectful manner;
6. take reasonable measures to honor all commitments they have made to athletes;
7. emphasize the importance of character, ethics, and sportsmanship in all communications relating to the recruitment of athletes, including promotional and descriptive materials; and
8. insure that all recruitment activities are conducted in a manner that enhances the academic, personal, and moral development of student-athletes.

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<sup>1</sup>Note: The consequences of violating this recruitment policy shall range from a warning to immediate suspension and subsequent dismissal, depending on the specific circumstances involved.

## Rules, Regulations and Procedures

1. All descriptions or reporting of coach's qualifications, athletics facilities, opportunities to participate, degree of success, programs and services offered, etc. shall be accurate, clear and honest and in no cases shall be false, deceptive, or misleading in any way.
2. Coaches shall not make contact for the purpose of recruiting with the student-athlete of another NJCAA member institution (i.e., note that the Ammerman and Grant campuses are considered separate member institutions of the NJCAA). If contact is initiated by the student-athlete, the coach and/or the athletic director must make contact with the other institution, including completion of the Contract Notification Form, within five calendar days.
3. All NJCAA institutions are obligated to respect a student-athlete's commitment to attend another institution and shall cease any further recruitment.
4. Housing or financial arrangements of any kind between coaches and student-athletes are strictly prohibited.
5. In general, recruitment efforts should focus on Suffolk County residents and those residents of Nassau County who can reasonably be expected to commute to classes. In addition, coaches must specifically determine that any student-athlete being recruited is seriously committed to getting an education and has or will develop the academic skills and character to succeed.
6. Head coaches shall recognize and assume responsibility for the actions of themselves, their assistant coaches, their team members, as well as others representing the interests of the athletics program.
7. Given the multi-campus nature of Suffolk County Community College, coaches shall be expected to:
  - a. clearly identify the campus with which they are affiliated;
  - b. refer the student-athlete to the campus that can best serve the student's educational and career goals;
  - c. always refer to the people, programs, services and opportunities at another campus in a positive and supportive manner; and
  - d. bring issues, concerns, and problems to the attention of their Athletics Director, who in turn shall discuss the matter with his/her counterpart on the other campus. Note that if an informal resolution is not appropriate or successful, the Athletics Directors shall consult with the Deans of Student Services and/or the Vice President for Student Affairs, who shall take further action appropriate to the situation.

8. Coaches shall strive to maintain effective relationships with all high school and area coaches. Towards this end, coaches should always attempt to contact the high school coach before initiating contact with a student-athlete. In those cases where a student-athlete has initiated contact with the college, every effort should be made to keep the high school coach fully informed.
9. In dealing with possible ethical violations, the following rules and procedures shall apply:
  - a. when a coach is uncertain whether a particular situation or course of action would violate the Ethics Code, the coach shall consult with the Athletics Director or other appropriate authorities in order to determine the proper course of action;
  - b. when a coach believes that there may have been an ethical violation by another coach, s/he attempts to resolve the issue by bringing it to the attention of that individual (i.e., in those cases where an informal resolution appears appropriate and when intervention does not violate any athlete's rights that may be involved). If an informal resolution is not appropriate or successful, coaches shall bring the matter to the attention of the Athletics Director, who shall consult with the Dean of Student Services and/or Vice President for Student Affairs, as needed, and take further action appropriate to the situation.