

Examples

The following are examples of providing an extra benefit, and are **prohibited** for a student-athlete to receive:

- Hiring a Dartmouth student-athlete solely based on his/her athletics ability.
- Paying a student-athlete for work not actually performed or at a rate not commensurate with the other employees performing the same job.
- Arranging or paying for housing of the student-athlete, either for free or at a reduced rate, including the use of a spare room in your home.
- Providing transportation to the student-athlete for free or at a reduced rate either for work or personal use (e.g., Giving the student-athlete a ride or gas money), or for their initial/final transportation (e.g., Plane, train, bus, etc.) to/from the job and home.
- Providing the free use of an automobile, motorized bike or bicycle to a student-athlete.
- Paying for the student-athlete's meal(s).
- Providing the student-athlete with entertainment at a free or reduced rate (e.g., Tickets to a sporting event, movie, etc.).
- Providing free or reduced membership to a local club (e.g., Country club, rowing club, etc.), including any fees associated with membership (e.g., Green/cart fees).

\*Please note that if it is established that what is provided to the student-athlete is also provided to EVERYONE else employed or a subset of employees (e.g., All interns), it is not considered an extra benefit and therefore permissible for a student-athlete to receive.

THANK YOU  
for taking the time to read and  
understand this information!



If you have any questions about the information you just read or would like to know more regarding NCAA rules applicable to local businesses and our student-athletes, please feel free to contact:

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A Guide For  
**EMPLOYERS**  
Of Dartmouth  
Student-Athletes  
Regarding NCAA  
Rules & Regulations

Dartmouth College Athletics Department

Office of Compliance

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Hanover, NH 03755

## EMPLOYMENT

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The following section highlights the NCAA rules and regulations surrounding the employment of a prospective and current student-athlete:

### Prospective Student-Athlete

A prospective student-athlete (PSA), commonly referred to as a prospect or recruit, is an individual between 9th-12th grade or has not yet enrolled full-time at a 4-year institution (e.g., Prep school or junior college student).

There are many NCAA rules regarding the employment of a PSA, so if you are planning on hiring a recruit of Dartmouth, please contact the Compliance Office prior to the beginning of the employment arrangement to ensure compliance with NCAA, Ivy League and institutional rules.



### Current Student-Athlete

A current Dartmouth student-athlete (SA), is an individual with eligibility remaining in his/her sport despite enrollment status (resident, off-term, study abroad, etc.) or their team status (varsity, JV, medically ineligible, temporarily suspended, etc.).

*\*Please note that the rules governing a student-athlete are applicable to their family members as well.*

## Employment Continued:

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A current Dartmouth student-athlete has the right to seek and secure legitimate employment, however is bound by NCAA rules governing such arrangements.



### Criteria Governing Employment

Compensation may be paid to a student-athlete:

- Only for work actually performed;
- At a rate commensurate with the going rate in that locality for similar services; and
- May 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.

### Fee-for-Lesson Instruction

A student-athlete may receive compensation for teaching or coaching sport skills or techniques in his or her sport on a fee-for-lesson basis, provided:

- Dartmouth facilities are not used;
- The compensation is paid by the lesson recipient (or the recipient's family) and not another individual or entity;
- The student-athlete does not use his/her name, picture or appearance to promote or advertise the availability for fee-for-lesson sessions; and
- The lessons are approved by Compliance.

## EXTRA BENEFITS

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The following section highlights what an extra benefit is and how providing it to our current student-athletes can negatively affect their athletic eligibility:

### Overview

An **extra benefit** is any special arrangement provided to a student-athlete or a student-athlete's family member or friend that is not available to the general public or the general Dartmouth College student body.

A special arrangement of an extra benefit includes providing a product, service, or anything of value to an individual at a reduced rate or free of charge.



**Penalties** for a violation of this nature can include game/season suspensions of the student-athlete and mandatory financial reimbursements by the student-athlete. It would also impact the employer's relationship with Dartmouth Athletics.

*\*Please continue to page 5 for a list of practical examples of potential extra benefits.*