

**Pennsylvania State Athletic Conference
Board of Directors Meeting
Minutes
Harrisburg, PA – May 22, 2018**

I. CALL TO ORDER/ATTENDANCE

Chairwoman Welsh called the meeting to order at 1:15 p.m. May 22, 2018. The following were in attendance:

President Bashar Hanna – Bloomsburg University (by conference call)

President Geraldine Jones – California University

President Marcia Welsh - East Stroudsburg University

President Keith Taylor – Gannon University

President Michael Driscoll – Indiana University

President Ken Hawkinson – Kutztown University

Interim President Donna Wilson – Lock Haven University

Interim President Scott Barton – Mansfield University

President Jem Spectar – University of Pittsburgh at Johnstown

President Mary Finger – Seton Hill University

President Laurie Carter – Shippensburg University

Interim President Phillip Way – Slippery Rock University

President Chris Fiorentino – West Chester University

Steve Murray, Commissioner

Will Adair, Associate Commissioner

Carlin Chesick, Associate Commissioner

President John Anderson – Millersville University provided his proxy to President Welsh

Interim President Michael Hannan – Edinboro University provided his proxy to President Welsh

President Michael Victor – Mercyhurst University provided his proxy to President Finger

The Board entered into Executive Session from 1:05 to 1:30 pm

II. REVIEW/REORDERING OF AGENDA

No Reordering of Agenda Items took place

Mr. Murray informed the Board that upon review of the annual conflict of interest disclosure statements, there were no conflicts of interests among Board members in their conduct of business with the PSAC and their role as Directors. (Statements on file with PSAC Office)

III. CONSIDERATION OF MINUTES

MOTION: (Driscoll) That the minutes of the May 2017 and September 2017 and March 2018 meetings be approved as presented.

SECONDED: (Finger)

MOTION PASSED

IV. COMMISSIONER'S REPORT

Mr. Murray presented the Board with a written report highlighting the events of the past year for the PSAC and his office.

V. DIVISION II PRESIDENT'S COUNCIL REPORT

The Board reviewed a document provided by representative Dr. Michael Driscoll including updates on the NCAA's Basketball Commission, Proposed Legislation and participation in the Injury Surveillance Program.

VI. NEW BUSINESS

A. Advisory Council Recommendations

1. Ratification of Consent Items

The Board reviewed the Consent legislative items approved previously by the Chair, endorsing her position for immediate adoption.

MOTION: (Driscoll) To ratify the Consent package of recommendations (Attachment A)

SECONDED: (Finger)

MOTION PASSED

2. Consideration of Controversial Items

MOTION: (Jones) To amend the PSAC Bylaws to require that PSAC championship sports that have 12 or more sponsoring institutions will format their mandated regular season play into divisional formats based upon geographic alignments.

SECONDED (Finger)

MOTION PASSED

Note: The Board directed the Commissioner to delegate the responsibility of developing the initial two-year schedules for sports moving to new divisional alignments to the Athletics Administrators Championships & Competition Committee.

MOTION: (Carter) In the sport of field hockey to eliminate the four (4) mandated games scheduled at the beginning of the season that do not count in the conference standings beginning with the 2019 schedule.

SECONDED (Jones)

MOTION FAILED

MOTION (Driscoll): That in the sport of basketball, that member institutions be permitted, on a mutually agreeable basis to move the December 29, 2018 mandated basketball game to any time between December 29, 2018 and January 2, 2019. The conference office must be included in the change of schedule agreement and institutions could split the men's and women's doubleheaders among those dates if mutually agreed upon.

SECONDED: (Fiorentino)

MOTION PASSED

MOTION (Jones) : That the PSAC amend the requirement that campus SAACs be REQUIRED to have CPR/AED training to it being RECOMMENDED that campus SAACs have CPR/AED training

SECONDED (Driscoll)

MOTION PASSED

B. PSAC Policy Adoptions

The Board reviewed proposed conference policies.

1. Equal Opportunity, Discrimination & Harassment and Transgender Student-Athletes.

MOTION: (Fiorentino) To adopt the PSAC policies on Equal Opportunity, Discrimination & Harassment and Transgender Student-Athletes. (See Attachments B, C, D)

SECONDED (Carter)

MOTION PASSED

2. PSAC Property Rights Policy

MOTION (Driscoll) To adopt the PSAC Property Rights Policy (Attachment E)

SECONDED (Fiorentino)

MOTION PASSED

3. Requirement for annual attestations on institutional compliance

The Board heard a presentation from the Commissioner regarding NCAA and health care policies enacted by the conference and association and the need for Conference member attestation to compliance

MOTION (Carter) To require annual attestation to the Office of Commissioner from member institutions that they are in compliance with the NCAA policy on Sexual Violence Education, the PSAC policy on Concussion Management and the PSAC Policy on Mental Health. The attestation will include signatures from the President, Athletic Director, Athletics Health Care Administrator and Title IX Coordinator.

SECONDED (Fiorentino)

MOTION PASSED

C. Membership Issues

The Board discussed membership related issues

MOTION (Driscoll) To accept the resignation of Cheyney University as a member of the PSAC effective June 30, 2018

SECONDED (Jones)

MOTION PASSED

MOTION (Spectar) To waive Cheyney University's exit fee for lack of two years notice of resigning membership

SECONDED (Taylor)

MOTION PASSED

The Board directed the Commissioner to gather additional information and data to discuss in the near future any consideration of new membership to the PSAC.

VI. FINANCE REPORT

The Board reviewed the report for the 2016-17 Financial Audit

The Board reviewed the proposed application for the Division II Strategic Initiative Grant Program

The Board reviewed the final projected 2017-18 Budget and a proposed 2018-19 Budget

The following motions were considered:

MOTION (Driscoll) That the Board of Directors approve the draft summary of the PSAC's application for the 2018-19 annual Division II Conference Grant program.

SECONDED (Jones)

MOTION PASSED

MOTION (Finger) That the Board of Directors accept the Proposed 2018-18 Budget for the league. The Budget proposal includes annual dues of \$22,000

SECONDED (Jones)

MOTION PASSED

MOTION (Taylor) That the Commissioner be empowered to transfer surplus funds from the Conference's Primary Account with Jersey Shore State Bank to the Conference's Reserve Account with M&T Bank to begin the 2018-19 Fiscal Year with approximately \$100,000 in the Primary Account.

SECONDED (Fiorentino)

MOTION PASSED

VIII OLD BUSINESS

A. Strategic Plan Review

The Board reviewed a draft version of the Strategic Plan 2018-2023

The Board asked the Commissioner to circulate the Plan for final input from Board members with proposed final adoption at the September 2018 Retreat.

IX OTHER BUSINESS

A. Selection of Officers & Executive Committee

The Board voted by acclamation to continue the Executive Committee for 2018-19 as it was for the Spring 2018

Chair – Dr. Marcia Welsh

Vice Chair – Dr. Geraldine Jones

Treasurer – Dr. Chris Fiorentino

At-Large- Dr. Mary Finger

At-Large – Dr. Ken Hawkinson

Secretary (ex officio) – Steve Murray

B. Personnel Issues

1. Change of Leave Calculations

The Board reviewed a proposal from the Conference Office staff to adjust annual leave accumulation to coincide with the PSAC Office's contracted benefits coordinator the Lock Haven University Foundation

MOTION: (Hawkinson) To adjust the PSAC Office annual leave calculations as outlined by the LHU Foundation

SECONDED (Fiorentino)

MOTION PASSED

2. Job Description Updates

The Board reviewed updated Job Descriptions for the PSAC Associate Commissioners and Director of Strategic Communications.

The Board met in Executive Session from 4:00 to 4:15 pm

X DATE OF NEXT MEETING

A. September Retreat

The Board will conduct a retreat in September 2018 at Bald Eagle State Park, Howard, PA

B. Future Meeting

Tentatively set for May 21, 2019 in Harrisburg

XI ADJOURNMENT: Motion to adjourn at 4:30 pm

Submitted by:
Steve Murray, Commissioner
5/24/2018

SPRING 2018 CONSENT ITEMS

- 1). To approve the contract extensions and fee structures as presented in Supplement 1 (see Attached #1) for Coordinators of Officials and Game Fees for Officials.
- 2). That in the sport of volleyball member institutions will not be required to use line judges assigned by the Coordinator of Officials for non-mandated matches
- 3). That in the sport of volleyball both teams will be provided half of the court to warm up on if the court is available prior to the mandated 60 minutes warm-up countdown.
- 4). That in the sport of volleyball all teams must upload their roster into VidSwap prior to the start of the season and then must update it if their roster changes
- 5). That in the sport of volleyball that player rotation data be included with the video uploads following each match
- 6). That in the sport of volleyball match video uploads must be completed by midnight following mandated PSAC play.
- 7). That in the sport of volleyball video for exchange must be recorded on an HD Camera
- 8). That in the sport of volleyball, match uniforms must have visible numbers that are wholly of a color that contrast with the color of the jersey on the body of the uniform by the 2022 season.
- 9). That the PSAC eliminate bench size limits for all post-season championship play
- 10). That in the Sports of Men's and Women's Soccer the PSAC will utilize the international walkout procedures for all pre-match introductions at all PSAC matches.
- 11). To institute the following tie-breaker procedure for seeding in the Men's & Women's Soccer Tournaments
 - a. Head to Head results of PSAC mandated matches among tied teams.
 - b. Goal differential in all mandated PSAC matches.
 - c. Fewest goals allowed in mandated PSAC matches.
 - d. Goals scored in all mandated PSAC matches.
 - e. Record against teams not involved in a tie, starting at the top of the standings.
 - f. Win-Loss percentage against common opponents outside the PSAC.
 - g. A coin flip will occur to break ties between tied teams for PSAC playoffs after other tie breakers have been used.
- * If teams involved in a tie have played an unequal amount of PSAC matches, the tiebreaker will be calculated using a per game average.
- 12). In the sport of Field Hockey to increase the time allotted for practice on the Saturday prior to the PSAC Field Hockey Championship from no less than 1 hour to 75 minutes for advancing teams.
- 13). In the Sport of Field Hockey to permit end-line view in post-season filming of the conference tournament.
- 14). That the PSAC annually require affirmation to the conference office that institutions are compliant with NCAA concussion policy, by both the president of the university and the Athletic Healthcare Administrator, by August 1 of every year.
- 15). That in the sport of Wrestling, to modify the conference individual weight class tournament to no longer include team scoring but rather determine the conference championships on the separate dual match results among the four Division I programs and the eight Division II programs.

Furthermore that the points awarded among participating institutions for the PSAC's Dixon Trophy be distributed separately among the programs based upon the regular season dual match standings in Division I and Division II separately.

Additionally, the end of season awards would be distributed separately among the Division I and Division II programs.
- 16). In the sport of swimming, to allow meet workers to participate in time trials during the morning sessions at the PSAC Swimming Championships.
- 17). To adopt the PSAC Office's recommendation for managing the PSAC mandated basketball schedule and counting contests for the divisional standings in the 2018-19 season.

18). That the PSAC Conduct the 2019 and 2020 PSAC Outdoor Track and Field Championships at the following sites/dates:

2019: Mansfield University, May 9-11, 2019

2020: Shippensburg University, April 30-May 2, 2020

19). To endorse the PSAC Office's proposal for use of the NCAA Division II Conference Grant in 2018-19 as presented

FALL 2017 CONSENT ITEMS

- 1) To move the PSAC Baseball Championship Round (when only 2 teams are remaining) to a single elimination format regardless of the number of losses each team has throughout the tournament
- 2) To institute a 10-run rule for the PSAC Baseball Championship under NCAA Rule 8.4 (after 7 innings of play).
- 3) To designate on a rotating basis two "host" institutions to support the PSAC Indoor Track & Field Championship at Edinboro, including providing Athletic Training Support Coverage for the event (1 per institution)
- 4) That for the sport of Tennis, beginning with the 2018-19 season, one ITA certified official be assigned to every PSAC mandated match.
- 5) That for the sport of Tennis, the conference office develop a weekly lineup submission process and review in order to manage roster lineup protests in advance of competition rather than post-competition.
- 6) That in the sport of volleyball, with the addition of Bloomsburg, that Millersville be placed in the Southeast Division (WCU, Chey, KU, ESU) and Bloomsburg be placed in the Central Division (LHU, Ship, UPJ).
- 7) That in the sport of Men's and Women's Golf, the PSAC move to a 54-hole tournament played over three days. A practice round would be available the day prior to the championship with member institutions responsible for the costs of the practice round expenses.

**Pennsylvania State Athletic Conference
Equal Opportunity Policy Statement**

Pennsylvania State Athletic Conference (PSAC) is committed to providing equal opportunities and equal access to all individuals in compliance with applicable federal, state, and local laws.

PSAC does not discriminate in the conduct of athletic competitions and athletic programs or employment on the basis of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status, family medical history or genetic information, political affiliation or belief, marital status, parental status, or any other characteristic protected under applicable federal, state, or local laws.

PSAC's nondiscrimination policy applies in all aspects of employment including recruitment, hiring, promotions, discipline, terminations, wage and salary administration, benefits, and training.

Inquiries regarding this policy should be directed to the Commissioner, Pennsylvania State Athletic Conference, 206 Annex Building, Lock Haven University, Lock Haven, PA 17745; Telephone: 570-484-2103.

Adopted by the PSAC Board of Directors on May 22, 2018.

Related PSAC Policies:

Discrimination and Harassment Policy adopted May 22, 2018.

Sportsmanship & Conduct Policy adopted May 17, 2016.

Statement of Core Values adopted May 18, 2010.

Transgender Student-Athletes Policy adopted May 22, 2018.

Whistleblower Policy adopted May 15, 2012.

Pennsylvania State Athletic Conference Discrimination and Harassment Policy

ARTICLE 1 Policy Statement

Pennsylvania State Athletic Conference (PSAC) seeks to provide a work environment that is free from discrimination and harassment because of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status, family medical history or genetic information, political affiliation or belief, marital status, parental status, or any other characteristic protected under applicable federal, state, or local laws. PSAC also seeks to provide a work environment that is free from sexual harassment.

Discrimination and all forms of harassment are prohibited and subject to disciplinary action up to and including termination.

It is the purpose of this policy to define prohibited conduct and provide guidance on the procedures for addressing complaints.

ARTICLE 2 Definitions

For purposes of this policy, “discrimination” is to be construed in accordance with laws applicable to PSAC, including the Pennsylvania Human Relations Act.

Discrimination is generally defined as an adverse action or decision based on or motivated by one of the factors specified in the Policy Statement above.

“Harassment” is a form of discrimination and is generally understood as being serious and persistent or pervasive conduct that has the purpose or effect of interfering with an individual’s ability to perform in the work environment. Harassment also includes all forms of bullying such as cyber bullying. Harassment may be verbal, physical, or sexual.

“Sexual harassment” is a form of harassment under this policy and is a form of sex discrimination that is prohibited under applicable law. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other sexual conduct when:

1. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or participation in other PSAC activities; or
2. Submission to, or rejection of, such conduct by an individual is used as the basis or substantial factor in assignment, advancement or evaluation, or in making other employment decisions affecting an individual; or
3. The conduct is so severe or pervasive that it creates a hostile or abusive work environment that

unreasonably interferes with work performance or negatively affects an individual's employment opportunities.

ARTICLE 3 Enforcement

PSAC will take action to prevent discrimination and harassment including, if necessary and as appropriate, disciplining any individual whose behavior violates this policy. Discipline may include, but is not limited to, oral or written warning, suspension, and termination.

ARTICLE 4 Retaliation

No retaliatory action is to be taken against any person seeking advice, filing a complaint, or serving as a witness or otherwise cooperating in an investigation of discrimination or harassment. Any person found to have engaged in retaliatory action may be subject to discipline by PSAC.

Retaliation is considered a separate offense from the original complaint, regardless of the outcome of the original complaint.

See, also, PSAC Whistleblower Policy adopted May 15, 2012.

ARTICLE 5 False Charges

Accusations of discrimination and harassment are serious matters. False accusations will not be tolerated and may result in disciplinary action to the extent permitted by law.

PSAC may also take disciplinary action against an individual who knowingly provides false information during the investigation of a complaint of discrimination or harassment.

ARTICLE 6 Prompt Reporting

Because it is in the best interest of all concerned to expeditiously deal with allegations of discrimination and harassment, complainants are strongly encouraged to make reports or complaints to the Chair of the Board of Directors of PSAC as soon as possible after the incident. To the extent possible, complaint investigations and recommendations of findings will be completed within 180 days of the receipt of the complaint. However, PSAC may extend this 180-day period in appropriate circumstances such as the unavailability of witnesses. Both the complainant and the accused will be informed of the outcome upon completion of the process.

The address for reports or complaints is:
Pennsylvania State Athletic Conference
204 Ulmer Hall
Lock Haven University
Lock Haven, PA 17745
Attn: Chair, Board of Directors (CONFIDENTIAL)

The direct mailing address of the Chair of the Board of Directors may be found on PSAC's website:
www.psacsports.org

ARTICLE 7 Voluntary Meetings

During informal or formal complaint process, any face-to-face meeting between the complainant and the accused will be on a voluntary basis only.

ARTICLE 8 Confidentiality

In recognition of the seriousness of the matters under this policy, the investigation and proceedings will be confidential to the extent possible with disclosures limited to those individuals who need to know in order to resolve matters. The complainant and the accused will be encouraged to maintain confidentiality consistent with this provision. In appropriate cases, PSAC may need to proceed with an investigation over the objection of the complainant. PSAC will report matters subject to this policy to law enforcement or other governmental agencies to the extent required by applicable law.

ARTICLE 9 Informal Complaint Procedure

Informal procedures involve efforts to mediate a resolution through the agreement of the complainant and respondent. No investigation, formal findings, or discipline will result from an informal procedure.

A complainant may elect to initiate the informal procedure at the time of filing either an oral or written complaint. After reviewing the complaint, the Chair of the PSAC Board of Directors (or a designee) will contact the accused to arrange a meeting to inform him or her of the nature of the alleged behavior that is the subject of the complaint. If the accused also agrees to the option of resolution by mediation, the Chair of the PSAC Board of Directors (or a designee) will either facilitate a resolution or appoint a mediator.

Since mediation involves mutual consent, either party has a right to withdraw from the informal process. In addition, if the complainant is not satisfied with the outcome of the mediation, he or she may choose to file a formal complaint with an external agency. If the Chair of the PSAC Board of Directors determines that there is a need for a formal investigation, he or she may initiate the formal process.

ARTICLE 10 Formal Complaint Procedure

The following guidelines will apply if the informal complaint procedure is not elected or if the resolution is unsatisfactory.

A complainant initiates the formal complaint procedure by filing a written complaint with Chair of the PSAC Board of Directors, who will inform the accused of the allegations and provide the accused with a copy of the written complaint and a copy of this policy.

The formal complaint process will include an investigation, the scope of which will be determined by the Chair of the PSAC Board of Directors. Investigations will include, but are not limited to, access to records and interviewing the complainant, the accused and others who may have relevant information. The investigation is not intended to interfere with any rights of an individual under state or federal law.

The Chair of the PSAC Board of Directors (or a designee) will make a preliminary determination as to whether the complaint, if proven, would constitute a violation of this policy. If there is insufficient information to

warrant a finding of discrimination or harassment, the complainant and the accused will be notified by the Chair of the PSAC Board of Directors that the complaint will be closed.

If there is sufficient evidence to support a finding that this policy may have been violated, the Chair of the PSAC Board of Directors (or a designee) will forward the recommended findings to the entire PSAC Board of Directors which will determine whether and in what manner the accused should be disciplined. The complainant will receive written notification of the final disposition of the complaint at the conclusion of the disciplinary process.

Individuals are encouraged to use procedures under this policy for filing a discrimination or harassment complaint but are not required to do so and may choose to pursue other civil and legal options. The complainant may at any time elect to file a complaint with an external agency responsible for enforcing laws regarding discrimination or harassment. This filing should generally take place within 180 days of the date of the alleged incident or knowledge of the alleged incident.

The applicable agencies and their websites provide more information:

Pennsylvania Human Relations Commission: <http://www.phrc.pa.gov/Pages/default.aspx>

Equal Employment Opportunity Commission: <https://www.eeoc.gov>

ARTICLE 11 Conflicts of Interest

If the Chair of the PSAC Board of Directors is unable to perform his or her duties under this policy or is the subject of the complaint, the Vice Chair of the PSAC Board of Directors shall act in his or her place.

ARTICLE 12 Student Complaints

If a complaint of discrimination or harassment is made against a representative of PSAC by a student, the complaint will be handled in accordance with the procedures stated in this policy. For this purpose, a representative of PSAC includes a director, officer, employee, or agent of PSAC.

Students making a complaint of discrimination or harassment against an individual who is not a representative of PSAC will generally be directed to contact the office of the vice president for student life or dean of students or equivalent office of the institution attended by the student. If the complaint involves an activity sponsored by PSAC, PSAC will cooperate with the student's institution to resolve the matter.

Adopted by the PSAC Board of Directors on May 22, 2018.

Related PSAC Policies:

Equal Opportunity Policy Statement adopted May 22, 2018.

Sportsmanship & Conduct Policy adopted May 17, 2016.

Statement of Core Values adopted May 18, 2010.

Transgender Student-Athletes Policy adopted May 22, 2018.

Whistleblower Policy adopted May 15, 2012.

Pennsylvania State Athletic Conference Transgender Student-Athletes Policy

Policy Statement

Pennsylvania State Athletic Conference (PSAC) adopted a Statement of Core Values on May 18, 2010. First among the list of Core Values is a commitment to establish and maintain policies and procedures that ensure student-athlete welfare.

PSAC adopted an Equal Opportunity Policy Statement on May 22, 2018 that commits PSAC to provide all student-athletes with an equal opportunity to participate in athletics free from discrimination and harassment because of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status, family medical history or genetic information, political affiliation or belief, marital status, parental status, or any other characteristic protected under applicable federal, state, or local laws.

PSAC prohibits discrimination and all forms of harassment in intercollegiate athletics conducted under its sponsorship.

Consistent with National Collegiate Athletic Association (NCAA) guidelines and best practices, PSAC seeks to encourage the participation of transgender students-athletes in PSAC-sponsored athletic competitions and programs.

Definitions

“Gender” refers to the complex relationship between physical traits and one’s internal sense of self as male, female, both or neither as well as one’s outward presentations and behaviors related to that perception. Biological sex and gender are different; gender is not inherently connected to one’s physical anatomy.

“Transgender” describes an individual whose gender identity (one’s internal psychological identification as a boy/man or girl/woman) does not match the person’s sex at birth. For example, a male-to-female (MTF) transgender person is someone who was born with a male body, but who identifies as a girl or a woman. A female-to-male (FTM) transgender person is someone who was born with a female body, but who identifies as a boy or a man.

“Transition” refers to the process by which a transgender individual lives consistently with his or her gender identity, and which may (but does not necessarily) include changing the person’s body through hormones or surgical procedures or both. Transition can occur in three ways: social transition through changes in clothing, hairstyle, name and/or pronouns; hormonal transition through the use of medicines such as hormone “blockers” or cross hormones to promote gender-based body changes; and/or surgical transition in which an individual’s body is modified through the addition or removal of gender-related physical traits. Based on current medical knowledge and practice, genital reconstructive surgery is not required in order to transition.

NCAA Guiding Principles

NCAA recommends that the following guiding principles be recited in an organization’s transgender student-athlete policy statement.

1. Participation in intercollegiate athletics is a valuable part of the education experience for all students.
2. Transgender student-athletes should have equal opportunity to participate in sports.

3. The integrity of women's sports should be preserved.
4. Policies governing sports should be based on sound medical knowledge and scientific validity.
5. Policies governing sports should be objective, workable, and practicable; they should also be written, available and equitably enforced.
6. Policies governing the participation of transgender students in sports should be fair in light of the tremendous variation among individuals in strength, size, musculature, and ability.
7. The legitimate privacy interests of all student-athletes should be protected.
8. The medical privacy of transgender students should be preserved.
9. Athletics administrators, staff, parents of athletes, and student-athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant students in athletics.
10. Policies governing the participation of transgender students in athletics should comply with state and federal laws protecting students from discrimination based on sex, disability, and gender identity and expression.

PSAC Policy on Transgender Student-Athlete Participation

PSAC follows the NCAA guidelines regarding banned substances and mixed teams, two subjects that may be implicated by transgender student-athletes. The following policies apply to all intercollegiate teams of PSAC member institutions.

Hormonal Treatments:

The NCAA identifies testosterone as a banned substance and provides for a medical exception review for demonstrated need for use of a banned medication.

For purposes of PSAC competition, the following policies clarify participation of transgender student-athletes undergoing hormonal treatment for gender transition:

1. A trans male (FTM) student-athlete who has received a medical exception from NCAA for treatment with testosterone for diagnosed gender identity disorder, gender dysphoria, or transsexualism may compete on a men's team, but is no longer eligible to compete on a women's team without changing that team's status to a mixed team. It is the responsibility of the student-athlete's institution to submit the request for a medical exception to the NCAA prior to the student-athlete's competing while undergoing treatment. (See www.ncaa.org/drugtesting)
2. A trans female (MTF) student-athlete being treated with testosterone suppression medication for gender identity disorder, gender dysphoria, or transsexualism may continue to compete on a men's team but may not compete on a women's team without changing the women's team's status to a mixed team status until completing one calendar year of testosterone suppression treatment. It is the responsibility of the student-athlete's institution to submit written documentation to the NCAA regarding the duration and monitoring of the testosterone suppression treatment. (See www.ncaa.org/drugtesting)
3. A student-athlete undergoing hormone treatment related to gender transition should be monitored by a physician.

For purposes of PSAC competition, the following policies clarify participation of transgender student-athletes who are not undergoing hormonal treatment for gender transition:

1. Any transgender student-athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with his or her assigned birth gender.

2. A trans male (FTM) student-athlete who is not taking testosterone related to gender transition may participate on a men's or women's team.
3. A trans female (MTF) transgender student-athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.

Mixed Teams:

1. A mixed team is a varsity intercollegiate sports team on which at least one individual of each gender competes.
2. For minimum team requirements set forth in NCAA Bylaws 18.2.3 and 18.2.4, a mixed team shall be counted as one team.
3. A mixed team shall count toward the NCAA minimum sponsorship percentage for men's championships.
4. A female on a men's team does not impact NCAA sports sponsorship. The team still counts toward the mixed/men's numbers established by NCAA.
5. Once a team is classified as a mixed team, it retains that status through the remainder of the academic year without exception.
6. A mixed team remains eligible to compete in all PSAC men's team regular and championship events.
7. With respect to women's sports:
 - a. A mixed team is ineligible to compete in any PSAC women's team championship events.
 - b. The mixed team will no longer be listed in the conference standings (if applicable), and competition against a mixed team will no longer count in the conference standings.
 - c. The decision to schedule or compete against the mixed team in all league team sports will be at the discretion of each of the other PSAC member institutions.
 - d. The student-athletes on the mixed team will no longer be eligible for conference awards or all-conference honors.

PSAC Membership Expectations

1. Education: Member institutions should educate student-athletes, coaches, athletics and sports information staff about transgender topics and the NCAA guiding principles for transgender participation. Member institutions should train coaches and athletics staff to be knowledgeable about applicable policies and procedures regarding transgender student-athlete participation.
2. Privacy and Confidentiality: PSAC and member institutions should respect the privacy of student-athletes at all times, especially in discussions with the media. Medical information of student-athletes must be kept confidential in accordance with applicable privacy laws.
3. Inclusion: PSAC encourages its member institutions to adopt policies and best practices for transgender student-athlete participation and inclusion. Such policies should include the following items:
 - a. Facility access
 - b. Dress codes and team uniforms
 - c. Travel accommodations
 - d. Education
 - e. Enforcement and non-retaliation
 - f. Best practices and recommendations
4. Notification Policy: A visiting member institution with a transgender student-athlete seeking additional accommodations (locker rooms, meeting rooms, pronoun use, etc.) should notify the home institution a minimum of one week prior to the competition. The host member institution must respond to the visiting institution no less than 48 hours prior to the contest.
5. Media Interactions: PSAC encourages member institutions to review NCAA-recommended best practices for inclusion of transgender-athletes, particularly relating to interactions with the media. See NCAA

Champions of Respect available at www.ncaapublications.com.

Enforcement Regarding Discrimination and Harassment

PSAC does not tolerate harassment, negative language, abusive, or inappropriate behavior directed towards student-athletes, coaches, administrators, officials, or spectators. See PSAC's Sportsmanship & Conduct Policy adopted May 17, 2016.

PSAC will take action to prevent discrimination against and harassment of transgender individuals including disciplining any member institution, team, or individual whose behavior violates this policy or PSAC's Sportsmanship & Conduct Policy. Discipline may include, but is not limited to:

1. Oral or written warnings;
2. Disqualification of an individual from an event;
3. Disqualification of a team from an event;
4. Suspension of an individual's ability to participate in the PSAC;
5. Suspension of a team's ability to participate in PSAC events;
6. Expulsion of a team from the PSAC;
7. Notifying member institutions and police and legal authorities;
8. Any other remedy deemed necessary.

Adopted by the PSAC Board of Directors on May 22, 2018.

Related PSAC Policies:

Discrimination and Harassment Policy adopted May 22, 2018.

Equal Opportunity Policy Statement adopted May 22, 2018.

Sportsmanship & Conduct Policy adopted May 17, 2016.

Statement of Core Values adopted May 18, 2010.

Whistleblower Policy adopted May 15, 2012.

Additional Resources:

- NCAA Inclusion of Transgender Student-Athletes (Transgender Participation Policy)
- www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf
- NCAA Champions of Respect - www.ncaapublications.com/productdownloads/CRLGBTQ.pdf
- Transathlete - www.transathlete.com
- Br{ache The Silence - www.freedomsounds.org
- Title IX Blog - <http://title-ix.blogspot.com>
- National Center for Lesbian Rights - www.nclrights.org/our-work/transgender-law/

**Pennsylvania State Athletic Conference
Property Rights Policies**

1.0 Rights to PSAC Properties

1.1 Names and Marks. The PSAC owns or controls all rights and interests in its name, logo, seal, trademarks and service marks, whether registered or unregistered, including the “Pennsylvania State Athletic Conference” and “PSAC”. The PSAC will prosecute infringement of identical or confusingly similar marks. The PSAC shall maintain control over the nature and quality of the goods and services rendered under the marks; therefore, no use of the marks by others will be permitted in advertising, in association with commercial services or related to the sale of merchandise without the specific approval of the PSAC.

1.2 Media Rights. The PSAC owns or controls all media rights to any and all PSAC postseason events (i.e., postseason tournaments and championships). As such, the conference can elect to transfer ownership or control of selected events to its member institutions and/or transfer distribution rights to a designated third party. These rights include television (live and delayed), radio broadcasting (see 1.2.3), internet streaming, IP-TV, commercial photography and any other present or future form of electronic or print reproduction or representation of PSAC events.

1.2.1 Distribution Rights. The PSAC shall have the authority to negotiate and enter into agreements for the distribution rights to all PSAC events as defined in 1.2 so as to maximize the revenue potential and to ensure a relatively equal distribution of revenue as well as exposure opportunities for all of its conference members. Member institutions are precluded from unilaterally negotiated rights to PSAC events as defined in 1.2 without prior written authorization from the PSAC. Any conference-wide agreement for distribution rights reached with a third party shall include a clearly delineated protocol with respect to the manner in which the rights to any particular event are relinquished thereby transferring production and/or distribution rights to individual institutions.

1.2.2 Revenue Distribution. The distribution rights associated with PSAC postseason events shall remain with the conference office. Annual fees for broadcast rights shall also remain with the conference office.

1.2.3 Radio Broadcast Rights. Radio broadcast rights for all PSAC postseason events are to be owned and controlled by the conference.

1.2.4 Student Broadcast Productions. Any PSAC agreement with a third party to produce and/or distribute PSAC events will include the stipulation that the transference of media rights to the third party will not interfere with student broadcast productions provided the distribution of these events is limited to a localized geographical area and does not include the sale of electronic reproductions of PSAC events.

1.3 Merchandise. The PSAC owns or controls any and all merchandise that is to be sold or distributed at PSAC postseason events (i.e., postseason tournaments and championships) or merchandise to be sold or distributed elsewhere bearing the PSAC name or logo. Furthermore, any merchandise (PSAC or non-PSAC) to be sold or distributed at PSAC postseason events must have prior approval of the PSAC commissioner.