



PLAYER CODE OF CONDUCT

You are expected to conduct yourself as a gentleman at all times. Your proper conduct will reflect you, your family, your teammates, and your school.

WHAT WE EXPECT FROM THE PLAYERS:

1. Do what is right at all times.
2. Be totally committed and loyal to the philosophy and goals of our program.
3. Be the very best you can be academically, athletically, and socially.
4. Be trustworthy and honest.
5. Be accountable for your actions and your choices.
6. Treat others the way you wish to be treated.
7. Know your role on the team.
8. Possess a desire to graduate.
9. Possess the desire to be a champion.
10. Have a great work ethic and be a tireless worker on and off the field.
11. Communicate with us when problems occur.

WHAT THE PLAYERS CAN EXPECT FROM THE STAFF:

1. We will be honest and loyal to you.
2. We will treat you fairly.
3. We will have an “open door” policy which makes us available for you to see us at any time.
4. Provide leadership necessary for us to achieve our goals.
5. Provide you an environment that will encourage you to obtain your degree.
6. Provide you the opportunity to develop your physical and mental skills to reach your full potential.
7. Make all decisions predicated on what is best for the team and then what is best for the individual.
8. Care about your development as a total person both on and off the field.



DISCIPLINE IS 90% ANTICIPATION

The football program is grounded with a very clear understanding of our Code of Ethics: Honesty, No drugs, Treat women with respect, No stealing, and No weapons. The Head Coach deals with Code of Ethics violations sternly and swiftly. These behaviors are nonnegotiable and separate whether a student-athlete's actions are a mistake or represents a flaw in his character or integrity. Penalties for first offenses will be applied to the student-athlete only, while the second offense will apply also to the position group. Multiple offenses will be reviewed by the Head Coach and will be handled in a case by case manner under the criteria as follows:

1. Impact of the student-athlete (life/death, future).
2. Impact on the team (chemistry).
3. Impact on the university.

Any non-Code of Ethics issues are treated as mistakes and can be corrected by implementing penalties that are intended to punish and motivate the offending student-athlete to change his behavior. The fundamental discipline structure is to force accountability of the individual student-athlete to his position group and the team.

The Three Tiers of Discipline

1. Social Issues — Code of Ethics / Misdemeanor's
2. Academic Issues — Monday Morning Wake Up / Friday Night Watch
3. Athletic Issues — Dawn Patrol

A written contract will recite the mistake and the remedial penalties required of the offending student-athlete.



DISCIPLINE STRUCTURE

I. Social Conduct Issues

A. Code of Ethics Violation:

1. Honesty
2. No Drugs
3. Treat Women with Respect
4. No Stealing
5. No Weapons

Punishment Options

1. Immediate suspension from all team activities.
2. Loss of scholarship (duration – Head Coach’s discretion).
3. Dismissal – last option.

B. Other Legal Issues:

All legal issues require due process consideration – innocent until proven guilty.

However, due to high profile and sensitivity of our business, timely reaction is necessary.

All legal issues will be dealt with by the Head Coach.

1. Misdemeanor Citations / Traffic Violations:

Discussion with the attorney as to allegations and possible defenses to determine culpability and also prior history of student-athlete.

Punishment options include the following:

1. Allow legal process to proceed before disciplinary action.
2. Suspension from game and/or team activities.
3. Other punishment may include:
 - a. Extra conditioning with position coach or unit.
 - b. Community service/counseling



DISCIPLINE STRUCTURE

II. Academic Issues

A. Class Issues

All players are divided up into color groups: Blue, Red or Gold group. Each player will be classed checked based on their color group. A miss will be defined as a player not showing up, arriving 10 minutes late to a class, or leaving 10 minutes early. Each player must also complete a required number of study hall hours by the end of the week based on their color code, if not completed, it will be counted as a miss. After the first miss, the player will be assigned a Monday Morning Wake Up or Friday Night Watch out of season. A session will be held on Monday mornings from 6:00 – 7:30am. The consequences are as follows:

- I. 1st Offense: 6:00am Monday morning.
- II. 2nd Offense: 6:00am Monday morning.
- III. 3rd Offense: 6:00am on two consecutive mornings with position coach.
- IV. 4th Offense: 6:00am with position group and position coach.
- V. 5th Offense: Seven consecutive days with coach or possible suspension.

B. Missed Tutor Policy

All players in the Blue and Red groups will be assigned tutor appointments. A miss is defined as a player not showing up to an appointment or arriving 10 minutes late. For all tutor misses, a player will be subject to a monetary fine and/or loss of game tickets. The fine for the first offense will be \$50.00.

III. Athletic Performance Issues

A. Dawn Patrol punishment is for all nonacademic issues.

This includes, but is not limited to:

- I. Missing or being late to meetings or any other football function.
- II. Missing or being late to a scheduled workout.
- III. Not wearing the proper workout attire when posted.
- IV. Missing meals.
- V. Any equipment/locker room issue.
- VI. Missing or being late for treatments.

The consequences are as follows:

- I. 1st Offense: 6:00am on Saturday (Monday's during the season).
- II. 2nd Offense: 6:00am on two consecutive Saturday's.
- III. 3rd Offense: 6:00am on Saturday with position group.
- IV. 4th Offense: 6:00am for 7 consecutive days and further possible punishment from the head coach.



ALCOHOL & DRUG POLICY

The following applies to all members of the Rutgers University Football Team.

The following circumstance will **NOT** be tolerated and can be grounds for dismissal:

- Use of any illegal drug (See: Drug Policy, specific to university rules)
- Underage drinking
- Public intoxication
- Driving under the influence (DUI)
- Use of false identification cards
- Drinking during any portion of a team trip (plane, hotel, etc.)

Do not put yourself in a compromising situation. Do not give people the opportunity to question the:

1. Perception
2. Performance
3. Attitude of the team

RUTGERS UNIVERSITY DRUG POLICY:

Rutgers University drug policy can be found in the student manual.

IN SEASON POLICY

This applies to all members of the RU Football Team regardless of playing status.

There will be **NO** drinking during the season, with the exception of Saturday night, but only under the following conditions:

- (1) must be of legal age (misdemeanor or citation).
- (2) no public intoxication, including any disruptive action(s) that will affect the attitude of this football team or public perception.
- (3) no DUI (misdemeanor or felony).
- (4) complete understanding of recovery/performance process and what role alcohol plays.

***Those members of the RU Football Team who fail to abide by this policy may suffer the following consequences:**

- 1st Offense:** Possible multiple Dawn Patrol sessions and leadership council, as well as counseling with Team Doctor.
- 2nd Offense:** Game suspension.
- 3rd Offense:** Three game suspension.
- 4th Offense:** Dismissal from team.



DISCIPLINE STRUCTURE

Final Thoughts on Discipline Structure

There are many different opinions, options, discussions, books, retreats, and talk shows that discuss discipline. This is the way it is. Every day we are at war with developing our players into accountable people, performers, fathers, husbands, and citizens. This is without question the most difficult part of our job.

Our staff is proactive and in-depth. Most coaching staffs have made decisions to ignore, eliminate, and not get involved. You are in the wrong place if you are not involved. Treat each player as if it was your own son. Elimination is not an option. Educate and correct!

At the end of the day, is there a sense of pride, accountability, and value in your meeting room? If there is, carry on! If there is not, change what and how you are doing it.

Do your job! This is the difference between winning and losing.



Discipline Structure at Rutgers University

- A) Responsibility of position coach is to motivate, enforce, and demand players in his group. Instill accountability among your group where they are responsible for each other and develop pride in being the best in the country. Family involvement (coaches and players), spiritual involvement, and any other form of motivation is the ultimate evaluation of a position coach at Rutgers.
- B) What discipline is:

Discipline is: Educating and Correcting.

Discipline is not: Dismissal.

Discipline is: Anticipate and confronting potential problems.

Discipline is not: Being a coward and not getting involved.

Discipline is: Becoming a major influence in your player's lives. Developing a relationship that will continue beyond your players days at Rutgers.

Discipline is not: an 8-5 job.

Discipline is: Being a Firm & Fair, taking ownership and handling the issue and enforcement of that issue yourself.

Discipline is not: Handing issues to other people and having them follow thru with the system.

Discipline is: Daily reminders of Code of Ethics, acceptable behavior, open discussion about issues. Honesty in your group.

Discipline is not: Bullshit.

Discipline is: Gaining the respect of your players – so they will talk honestly with you about issues.

Discipline is not: Zero relationship with your players.

Discipline is: Creating a sacred ground in your meeting room. Honesty, accountability and pride is what makes it work.

Discipline is not: A meeting room without respect, accountability, and chemistry.

Once you lose discipline in the group, it is extremely hard to get back!

Some are.... Some are not!

Best in the Country



ACADEMIC COLOR CODES & POLICIES

Philosophy: Act like a man, be treated like a man!

The team will be divided up into three categories by academic standing. The three categories will be Blue, Red, and Gold. Each group has different criteria which determine how their class attendance is monitored. Classes cannot be dropped without the consent of the academic advisors and position coach.

The **BLUE** group consists of all incoming freshmen and any student-athlete in need of critical academic attention. Their academic classes will be checked daily. They will also be assigned to mandatory study hall hours and tutor appointments. They do not have any margin for error. **Zero tolerance**. If there is **one** unexcused absence they are in a 6am Wake Up Duty. They **MUST** live on campus.

The **RED** group consists of student-athletes who are in a precarious academic situation. The red group should be checked on a consistent basis with supervision. The red group is **allowed two** unexcused misses before they are in a 6am Wake Up Duty. This group is allowed to move off campus.

The **GOLD** group consists of student-athletes who are in good academic standing and have demonstrated the ability to take care of their business consistently. They will be randomly checked to monitor their academic progress. The gold group will be **allowed three** unexcused misses before they are in a 6am Wake Up Duty.

There will be a daily class check schedule for each player. The classes will be checked at the beginning and at the end. Being 10 minutes late or leaving 10 minutes early is considered a miss. At the end of the day a class check report will be given to all the coaches and the student-athletes will be notified of their absence. The student athletes will have until Friday of that week to have this absence cleared by their professor. Being sick is only an excused miss if cleared prior to class. Study table and tutor sessions will be treated the same way as a class. Attendance is mandatory and being late will be considered a miss.

These groups are set up to maximize the student-athlete's potential.

BLUE:

8 study hall hours per week.
Must live on campus.

RED:

6 study hall hours per week.
Allowed to move off campus.

GOLD:

Tutor sessions on their own.
Allowed to move off campus.

The Academic Code of all student athletes is subject to change at the discretion of the coaches and the support staff.



MISSED TUTOR POLICY

One of the keys to academic success is a strong tutoring program. Students who have engagement in the tutorial process will have a higher success rate in their classes than students who do not engage in the process. Therefore, attendance for tutoring appointments is required for all student-athletes that are in the Blue or Red categories. The following is the penalty process for missing tutoring appointments.

For the purpose of this policy, a “miss” is defined as a student not showing up, or arriving 10 minutes late to his appointment.

Scholarship Student-Athletes

- *1st Miss* — \$50 fine.
- *2nd Miss* — \$75 fine.
- *3rd Miss* — \$100 fine, Monday Morning Wake Up Call.
- *4th Miss* — \$125 fine, group Monday Morning Wake Up Call, loss of 2 game tickets, meeting with the Head Coach



MISSED TUTOR POLICY

Criteria for canceling or approval for missed tutor appointment

- Notification should be received 12 hours in advance to cancel an appointment from the student-athlete. Notification should be communicated through their respective Academic Counselor who will then notify the tutor to cancel appointment (If notified under 12 hours approved cancelation will be determined at the discretion of appropriate Academic Counselor). If the student-athlete contacts position coach, the position coach needs to contact appropriate Academic Counselor immediately.
- If the student-athlete is sick, the student-athlete is required to see football athletic trainers. Football athletic trainers will verify if student-athlete was sick and therefore missed tutor appointment would be excused.
- Family emergency or other outside events. Student-athlete must contact their Academic Counselor within reasonable time range to discuss situation. If student-athlete contacts the position coach, the position coach needs to contact appropriate Academic Counselor immediately.

Collection of fines

- If student-athlete lives off-campus, there will be a hold placed on their off campus check until the student pays the fine by either check, cash, or credit card. If the student-athlete does not pay by these means, then they can elect to have the fine taken from his grant-in-aid check.
- If student-athlete lives on-campus, the student-athlete can pay with cash, check or credit card.
- The Athletic Business Department office will collect all monetary tutorial fines. Student-athletes can pay by cash, check or credit card. Student-athletes will be issued a receipt once they have paid the fine.
- The coaching staff will provide a list to be sent to the Athletic Business Department and the compliance office every Friday outlining the students that have missed tutor appointments and opted for the fine.
- The Athletic Business Department will have a spreadsheet that they will use to track student-athletes that have been reported for payments or outstanding debts.



MISSED TUTOR POLICY

Deadline for payment and penalties

- Student-athletes will have two weeks from the date of the missed tutor appointment to pay the tutorial fine to the Athletic Business Department.
- Failure to pay the tutorial fine by the deadline will result in an additional penalty, depending on the academic term:
 - I. *Spring Term and off-season* will result in mandatory community service or loss of two game tickets.
 - II. *Fall Term and in-season* will result in the automatic loss of two game tickets.

Penalties will aggregate during the academic semester based on the above guidelines if the fine remains unpaid.



CHAMPIONS CLUB

1st Quarter: January — March (Off season Program)

2nd Quarter: March — May (Spring Practice)

3rd Quarter: May — July (Summer Workouts)

4th Quarter: August — End of Season (Season)

Membership (No Excuses)

1st Quarter:

- 100% attendance at all workouts
- 100% participation at all workouts
- No discipline issues
- No academic issues
- Position coach recommendation
- Strength coach recommendation on effort, attitude and strength gains

2nd Quarter:

- 100% attendance at all spring practices
- 100% participation at all practices
- 100% attendance/participation at all lifting sessions
- No discipline issues
- No academic issues
- Position coach recommendation — improvement as a football player
- Strength coach recommendation on effort and attitude in weight room

3rd Quarter:

- Significant gains in strength and conditioning
- No discipline issues
- No academic issues
- Strength coach recommendation on effort, attitude and strength gains

4th Quarter:

- 100% attendance at all practices
- 100% participation at all practices
- Contribution to the success of the team
- Grade a winning effort on 8 of 12 games
- No discipline issues
- No academic issues
- Position coach recommendation

Awards For Champions Club Members

End of Quarter Awards:

1. Steak dinner at Champions Banquet
2. Recognition at Champions Banquet
3. Champions Gear and Gift Card



GAMBLING & BRIBERY POLICY

The NCAA prohibits student-athletes and Athletic Department staff members from knowingly:

- Providing information to individuals involved in organized gambling activities concerning intercollegiate athletics competition.
- Soliciting a bet on any intercollegiate team; or
- Accepting a bet on any gambling activity involving intercollegiate athletics and professional athletics through a bookmaker, parlay card or any other method employed by organized gambling.

In addition to awareness of the gambling and bribery threat to the integrity of intercollegiate sports, student-athletes are responsible for the following:

- Reporting of any offers of gifts, money, or favors in exchange for supplying team information or for attempting to alter the outcome of any contest;
- Maintain a clear understanding of what constitutes gambling and bribery activities and reporting any suspected infractions; and
- Contacting the coach or other Athletic Department personnel (i.e. Sports Information staff) when questions concerning appropriate release of team information occur.

Student-athletes must be aware that participation in gambling or bribery activities can result in disciplinary action by the University and the NCAA, as well as local, state, and/or federal prosecution of the involved individual(s). If a student-athlete is found to be in violation of University or Athletic Department policy, the penalty may include the following:

- Probation
- Dismissal from the squad;
- Cancellation or graduation of the grant-in-aid; and
- Dismissal from the University.

Special Note: Social gambling (i.e. card playing) amongst team members during team travel is strongly discouraged during team travel, Friday night before games and pre-season camp.

***Casinos and gambling establishments are off limits to all RU Football Players.**



ACCOUNTABILITY

“Act like a man...get treated like a man. Act like a boy...get treated like a boy”

Accountability defines team success. It is driven by leaders that keep their promises and respect the integrity of doing thing the right way. For those student athletes that understand they are responsible to up hold the legacy of competing for Championships requires a commitment for maximum effort in the total scope of our program as follows:

ACADEMICS – Work to stay on track to graduate.

STRENGTH AND CONDITIONING – Be a CHAMPION!

TRAINING ROOM – Do whatever is necessary to return to the playing field as soon as possible.

POSITION COACH – Prepare to attain competitive excellence.

HEAD COACH – Earn his trust that you will do your job.

All coaches must sign off and approve the above areas for the student-athlete to earn the title “accountable” with Coach Kenny Parker as the final approval.

For the student athletes who fail to earn the title “ACCOUNTABLE”, there will be ZERO privileges including:

- NO BOWL GIFTS/RINGS.
- NO use of the weight room.
- NO PRO DAY – The use of facilities to train and work out will not be granted nor an appearance at pro-day.
- NO SCHOLARSHIP – The possibility of a 5th year scholarship and or checks will not be considered.
- LETTER OF RECOMMENDATION – No LOR will be sent to graduate schools or employers.

Every Thursday the student athlete will be given a score (1-10) to determine his accountability. This grade will be used to determine his status on the team. Position Coach, Strength Coach, Academic Liaison, and Trainer will assign a grade.

Remember, there are no given rights or privileges; only duties and responsibilities and those student athletes that keep their promises to meet those duties and responsibilities will earn their rights and privileges.