



University of Washington **STUDENT-ATHLETE EMPLOYMENT Policy and Procedures**



General Policy

The Department of Intercollegiate Athletics at the University of Washington (ICA) supports the NCAA employment regulations that enable student-athletes to work on-campus or off-campus during the academic year or the summer without limitations on the amount of income earned. ICA believes that each student-athlete is capable of determining whether the demands on their time during and outside of their competitive playing season will enable them to work without negatively impacting their academic performance.

Any student-athlete wishing to work during the academic year must obtain approval from the ICA employment coordinator in the Compliance Office on an annual basis. Separate approval is required for each employer for whom the student-athlete works.

Student-athletes are permitted to work in ICA or in ICA facilities. In all sports except football, student-athletes are permitted to work at sports camps/clinics conducted by ICA, provided that pre-approval from the Director of Athletics (or his/her designee is obtained). The athletics department, as well as boosters who support the UW athletics program, may assist student-athletes in obtaining employment.

All employment earnings by student-athletes (during the academic year or during the summer) are exempt and are not counted against a student-athlete's individual financial aid limit or the institutional team limits, provided:

1. The student-athlete's compensation does not include remuneration for value or utility that the student-athlete may have for the employer because of the publicity, reputation, fame or personal following that the student-athlete has obtained because of athletics ability;
2. The student-athlete is compensated only for work actually performed; and
3. The student-athlete is compensated at a rate commensurate with the going rate in the locale for similar services.

Procedures

The following procedures must be followed in order for any student-athlete to be employed during the academic year:

- Information regarding NCAA employment rules and the employment approval process will be disseminated to student-athletes by the compliance staff during annual compliance paperwork meetings and by coaches at various times during the academic year.
- If a student-athlete plans to be employed during the academic year, the student-athlete must meet with the ICA employment coordinator in the Compliance Office in order to complete the necessary paperwork (see attachment).
- After completing the necessary paperwork, the student-athlete is required to provide the employer with a copy of the NCAA employment rules and obtain the employer's signature. The student-athlete shall return the fully signed document to the ICA employment coordinator.
- On occasion, the ICA employment coordinator shall contact the employers in person or via telephone to confirm the student-athlete's employment and verify the information provided by the student-athlete.