



STUDENT-ATHLETE HANDBOOK

GRACE UNIVERSITY

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GRACE UNIVERSITY



WELCOME

FROM THE DIRECTOR OF ATHLETICS



Dear Student-Athlete,

On behalf of our entire athletic department, I want to personally welcome you to Grace University and to our proud community of student-athletes. You have chosen to become part of something bigger.

We are laying the foundation and building a tradition centered around one extraordinary idea: **"AN OPPORTUNITY OF A LIFETIME."**

At Grace University, we believe athletics is about far more than competition. It begins with being thankful for the opportunity to grow in your faith, develop as a leader, build lifelong relationships, pursue a university degree, compete at the collegiate level and discover what you are capable of becoming.

As a student-athlete, you represent more than yourself. You represent your teammates, coaches, your family, Grace University, and most importantly, your values.

YOU ARE BUILDING YOUR BRAND, and every decision adds something to it.
HOW DO YOU WANT THE WORLD TO VIEW YOUR BRAND AND REMEMBER YOU?

This handbook is **THE STANDARD**. It's designed to guide you through the expectations, responsibilities, opportunities and resources that support your journey as a Grace University student-athlete.

But **THE STANDARD** cannot simply be something you read. It must become something you live. We are committed to your success. We will challenge, support and celebrate with you every step of the way. Welcome to the Talons Family.

LES BEAN "COACH BEAN"
Director of Athletics

Coach Bean



GRACE UNIVERSITY



THE TALON

What's A Talon?

GRACE UNIVERSITY ATHLETICS

“ A **TALON**... isn't just a claw.

It's the moment before impact – silent... calculated... inevitable.

It's precision forged in patience.

Power restrained... until it's unleashed with purpose.

A talon doesn't hesitate. It doesn't doubt. It doesn't miss.

It rises above the noise, locks onto its calling,
and descends with unshakable conviction.

It represents vision – the ability to see what others can't.

It represents strength – not just in body, but in spirit.

And above all... it represents faith—
the belief that you were created for this exact moment.

At **Grace University**,
to bear the Talon is to carry a responsibility.
To lead when others follow. To stand firm when others fold.
To strike not for self... but for something greater.

Because a Talon isn't given. It's earned.

And once you have it... you don't just play the game—

You change it! ”



There are universities where student-athletes arrive and inherit decades of history.

- They inherit traditions.
- They inherit records.
- They inherit championships.
- They inherit a culture someone else created.

At Grace University, you have been given something different. YOU GET TO BUILD IT.

- Every uniform worn for the first time.
- Every opening whistle.
- Every first pitch.
- Every first serve.
- Every first basket.
- Every first victory.
- Every record.
- Every championship.
- Every photograph.
- Every story.
- Every tradition.
- Every standard.

Someone has to be first. That someone is YOU.

You are part of the generation that future Grace University student-athletes will hear about. Years from now, other Talons may walk through these doors and see banners, records, photographs, trophies, traditions and expectations that exist because of what you established today.

That makes this opportunity different. That makes your responsibility greater. And that is why this handbook isn't simply a collection of rules.

THIS IS THE STANDARD.



WHAT IS THE STANDARD?



WHAT IS "THE STANDARD"?

THE STANDARD is the collective expectation of Grace University Athletics. It means doing ordinary things at an uncommon level.

It means:

- Early is on time.
- Academics come before athletics.
- Your word matters.
- Your appearance communicates something.
- Your social media communicates something.
- Body language communicates something.
- Effort is expected.
- Respect is mandatory.
- Excuses don't produce results.
- Talent does not replace discipline.
- Leadership begins with self-leadership.
- Character matters most when nobody is watching.

THE STANDARD does not change depending on:

- Your mood.
- Your playing time.
- The opponent.
- The scoreboard.
- Who is watching.
- Whether your coach is present.
- Whether you're tired.
- Whether things are going your way.

THE STANDARD IS THE STANDARD.



GRACE UNIVERSITY

MISSION + VISION



01 | OUR MISSION

Grace University Athletics was built for the uncommon student-athlete, those seeking more than a roster spot or a traditional education.

We exist to provide a rare and powerful opportunity: a platform where student-athletes grow in their faith within a Christ-centered environment, are challenged to rise beyond their perceived limitations, compete on a national collegiate stage, and earn a life-changing education.

We are redefining the student-athlete experience by uniting competitive athletics, faith-driven development, leadership, personal branding and purpose-built education to produce graduates who can win in sport, excel in business and impact the world for the glory of God.

This is our edge. This is your opportunity. **THIS IS GRACE UNIVERSITY ATHLETICS.**

02 | OUR VISION

Our vision is to build Grace University Athletics into one of the most innovative and transformational small-university athletic programs in America.

We seek to develop student-athletes who leave Grace University with much more than statistics, highlights and memories.

A Grace University student-athlete should leave with:

- A stronger relationship with God.
- A university degree with Business and career preparation.
- Leadership experience and greater confidence.
- Discipline and a developed personal brand.
- A competitive mindset and reputation built on character.
- A legacy.

We are building an athletic department where development matters as much as winning, because development creates sustainable winning.



OBJECTIVES + CODE



03 | OUR OBJECTIVES

Grace University Athletics exists to:

- EDUCATE — Move every student-athlete intentionally toward graduation and professional opportunity.
- DEVELOP — Build disciplined, confident and resilient men and women prepared for life beyond athletics.
- COMPETE — Prepare teams capable of competing successfully at the collegiate level.
- LEAD — Develop student-athletes capable of positively influencing teams, businesses, families and communities.
- SERVE — Use athletics as a platform to positively impact others.
- BUILD — Establish traditions and standards that will remain long after today's student-athletes graduate.
- REPRESENT — Protect and strengthen the Grace University name everywhere we go.
- TRANSFORM — Help student-athletes discover that collegiate athletics is not simply about what they can accomplish, but about who they can become.

04 | THE TALONS CODE

Every Grace University student-athlete is challenged to live by six principles:

- SPORTSMANSHIP - Compete fiercely without compromising character.
- CHARACTER - Who you are when nobody is watching matters.
- INTEGRITY - Tell the truth. Keep your commitments. Do what is right.
- RESPECT - Respect teammates, coaches, professors, staff, opponents, officials, facilities and yourself.
- SERVICE - Use your opportunity to positively impact others.
- LEADERSHIP - Take responsibility before asking others to do the same.

Together, these principles define the identity we expect a Grace University student-athlete to carry.



05 | BUILD YOUR BRAND

You already have a personal brand. The only question is whether you are intentionally building it. Your brand is not your logo. It isn't your follower count. It isn't your highlight reel.

YOUR BRAND IS YOUR REPUTATION.

It is what people expect when your name is mentioned. Every GraceU student-athlete should ask: What three words do I want people to associate with my name?

Then live in a manner that repeatedly earns those words. Your personal brand is built through:

- Character
- Appearance
- Communication
- Academic performance
- Work ethic
- Reliability
- Social media
- Relationships
- Leadership
- Community involvement
- Athletic performance
- How you respond to adversity

YOUR DIGITAL FOOTPRINT IS YOUR RESUME BEFORE THE INTERVIEW.

Future employers, graduate schools, coaches, business partners and professional organizations may see what you publish. Before posting, ask: Is it true? Is it necessary? Does it represent my values? Would I want my family, coach, professor or future employer seeing it? Does it strengthen or weaken my brand?

Do not simply chase followers. **BUILD SOMETHING WORTH FOLLOWING.**



06 | THE LEGACY STANDARD

Grace University Athletics is being built from the ground up. That means our inaugural student-athletes have a responsibility most collegiate athletes never receive.

YOU ARE WRITING THE FIRST CHAPTER. Future generations will inherit what you normalize.

- If you normalize excellence, they inherit excellence.
- If you normalize accountability, they inherit accountability.
- If you normalize academic achievement, they inherit academic achievement.
- If you normalize poor habits, they inherit those too.

Culture is simply behavior repeated long enough to become expected.

Therefore:

WE WILL BE INTENTIONAL ABOUT WHAT BECOMES TRADITION.

Ask yourself:

If every future GraceU athlete behaved exactly like me, what kind of athletic department would we become?

That question defines legacy.



07 | THE ACADEMIC STANDARD

YOU ARE A STUDENT FIRST.

The primary academic objective for every Grace University student-athlete is consistent progress toward earning a university degree.

Athletic ability may create an opportunity. *EDUCATION EXPANDS WHAT YOU CAN DO WITH IT.* Grace University operates on a quarter system, with each standard academic quarter consisting of approximately 10 weeks.

Because the quarter moves quickly, falling behind for even one week can significantly impact academic performance.

MONDAY — THE ACADEMIC DAY

Monday is the official Grace University Athletics Academic Day.

For applicable undergraduate student-athletes, Monday on-campus instruction is mandatory.

Athletic practices and competitions should ordinarily be structured around this academic priority.

Exceptions may include approved online-course enrollment, graduate-program participation, necessary team travel, or circumstances receiving appropriate University and Athletics approval.

MONDAYS BELONGS TO YOUR EDUCATION.



CLASS STANDARD



08 | CLASSROOM STANDARD

When entering the classroom, you still represent Grace University Athletics.

Student-athletes must:

- Attend required classes and Arrive on time.
- Complete assignments by established deadlines.
- Regularly monitor the online academic portal.
- Communicate proactively with instructors.
- Inform instructors in advance regarding approved athletic travel.
- Obtain and complete assignments missed because of approved travel.
- Respect instructors, administrators and classmates.
- Avoid disruptive side conversations.
- Keep phones silenced, and put away unless authorized for academic purposes.

Academic dishonesty, plagiarism and cheating are unacceptable and will be handled pursuant to University policy.

09 | CLASSROOM APPEARANCE

DRESS LIKE YOUR FUTURE MATTERS.

Students attending in-person instruction are expected to wear appropriate, clean and presentable clothing.

Unless otherwise permitted, inappropriate classroom attire may include pajamas, excessively revealing clothing, inappropriate tank tops, distracting headwear or clothing containing offensive or inappropriate imagery or language.

Ask yourself:

"IF I MET MY FUTURE EMPLOYER TODAY, WOULD I BE COMFORTABLE WITH THIS FIRST IMPRESSION?"

You are building your brand everywhere you go. The classroom is no exception.



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STUDY HALL + ELIGIBILITY



10 | STUDY HALL STANDARD

During the competitive season, each program may establish an additional mandatory weekly study hall. The Head Coach will determine the appropriate day, time and location.

- Spring-sport student-athletes who have already demonstrated an individual cumulative GPA of 3.5 or higher may qualify for exemption subject to Athletics approval.
- A program whose cumulative team GPA reaches 3.5 or higher may also be considered for modified study-hall requirements at the discretion of Athletics administration.

11 | ACADEMIC ELIGIBILITY

Student-athletes are responsible for all University and USCAA eligibility requirements.

- Maintain full-time enrollment at all times (12 credits per quarter)
- Maintain satisfactory academic progress and remain in good academic standing.
- Maintain a minimum of 2.5 GPA established by Athletics and USCAA.
- Complete required credits toward their degree.
- Satisfy transfer requirements and required eligibility documentation (if applicable).
- Remain academically eligible to practice and compete.

Full-time undergraduate enrollment is generally considered 12 credits per quarter, subject to applicable University and eligibility regulations.

Incoming freshmen must satisfy applicable admissions and athletic eligibility requirements.

Transfer student must complete required transfer documentation and eligibility verification.

International student must satisfy immigration and amateurism eligibility requirements.

Eligibility regulations may change. NEVER ASSUME YOU ARE ELIGIBLE. When uncertain, contact Athletics administration or the designated compliance representative.



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ATHLETICS STANDARD



12 | THE ATHLETIC STANDARD

Putting on a Grace University uniform is a privilege. Talent may earn an opportunity, but YOUR DAILY HABITS DETERMINE WHETHER YOU KEEP IT.

Student-athletes are expected to attend and arrive on time for all scheduled team and athletic practices, games film session, conditioning and designated team travel location.

Repeated lateness or absence without authorization demonstrates behavior below **THE STANDARD** and may result in team or departmental consequences.

13 | PRACTICE STANDARD

Practice is where your reputation with teammates is built. Come prepared. Come coachable. Come focused. Bring energy. Communicate. Compete. Accept correction. Encourage teammates. Take care of equipment. Leave facilities better than you found them.

DON'T PRACTICE UNTIL YOU GET IT RIGHT.

TRAIN UNTIL YOUR **STANDARD** MAKES DOING IT WRONG UNACCEPTABLE.

14 | COMPETITION STANDARD

When wearing GRACE across your uniform, you represent everyone connected to the University. Student-athletes must demonstrate respect toward: Opponents, Coaches, Officials, Event personnel, Fans, Media, Teammates, Host institutions.

Compete aggressively. Celebrate appropriately. Win with humility. Lose with maturity. Do not allow officials, spectators, opponents or adversity to control your character.

THE SCOREBOARD SHOWS WHO WON THE GAME.
YOUR CONDUCT SHOWS WHO YOU ARE.



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15 | **TEAM-FIRST STANDARD**

We celebrate individual achievement. But individual success can never become greater than the team.

- Not starting does not excuse poor attitude.
- Limited playing time does not excuse disengagement.
- A coaching decision does not justify disrespect.
- A teammate's success does not diminish your opportunity.

The standard is:

- NO ENTITLEMENT.
- NO DIVISION.
- NO PUBLIC TEAM DRAMA.
- NO UNDERMINING TEAMMATES.
- NO QUITTING WHEN YOUR ROLE CHANGES.

Your role may change throughout a season. Your responsibility to the team does not.

16 | **BODY LANGUAGE**

Your body speaks before your mouth does.

- Eye rolling.
- Walking away from coaches.
- Refusing to celebrate teammates.
- Slouching during meetings.
- Throwing equipment.
- Negative facial expressions.
- Sitting apart from teammates.
- Displaying frustration toward officials.

Grace University student-athletes are expected to develop emotional maturity. CONTROL WHAT YOU CAN CONTROL. Your preparation, effort, attitude and response.



GENERAL CONDUCT



17 | GENERAL CONDUCT

Grace University student-athletes occupy two important roles:

- STUDENT - held accountable to University academic and community expectations.
- ATHLETE - representing their team, Athletics Department and University.

Student-athletes are expected to exercise responsible judgment and accept accountability for their behavior.

Conduct that materially damages the team, Athletics Department or University may result in disciplinary action consistent with applicable University and Athletics policies.

Grace University Athletics is committed to an environment of dignity and respect and opposes unlawful discrimination and harassment. All members of the Athletics community are expected to comply with applicable University nondiscrimination policies and federal and state law.

Student-athletes must comply with applicable University conduct standards on campus, off campus, during team travel, at training facilities and while participating in Athletics activities.

18 | RESPECT

You do not have to agree with everyone. YOU DO HAVE TO RESPECT PEOPLE.

Grace University Athletics expects student-athletes to treat others with dignity regardless of differences in background, beliefs, identity, ability or experience.

- Disagreement does not authorize disrespect.
- Competition does not authorize cruelty.
- Leadership does not authorize humiliation.
- Accountability does not authorize abuse.



19 | **SOCIAL MEDIA STANDARD**

Social media gives every student-athlete their own media company. USE IT WISELY. You are responsible for what you post, share, comment on, repost or otherwise publish.

Student-athletes should avoid content involving:

- Threats or Harassment
- Hazing or Discriminatory attacks
- Illegal activity or Confidential team information
- Deliberate attacks against teammates or coaches
- Inappropriate images or music while representing Grace University
- Content materially damaging to the University or Athletics program

Student-athletes retain their lawful rights of expression. Athletics expectations regarding social media should be applied consistently with University policy and applicable law.

Before pressing POST, remember: SCREENSHOTS LAST LONGER THAN REGRET.

20 | **MEDIA COMMUNICATION**

The Sports Information Director, in coordination with the Director of Athletics, oversees official Athletics publicity and media communications.

Student-athletes receiving outside media requests involving Grace University Athletics should notify their Head Coach, SID or Director of Athletics before participating when required by team or department procedure.

When representing Grace University publicly: BE HONEST, PROFESSIONAL, RESPECTFUL, CONFIDENT, YOURSELF.

Never assume anything said publicly is “off the record.”



21 | NAME, IMAGE & PERSONAL BRAND DEVELOPMENT

Grace University Athletics encourages student-athletes to think beyond their playing career. Your collegiate experience can become part of your professional portfolio.

Student-athletes should intentionally develop:

- Professional photographs and strong Athletic Résumés
- Highlight content and Community-service experience
- Leadership experience and Networking relationships
- Communication and Interview skills
- Career goals and Entrepreneurial thinking

Your athletic career eventually ends.

YOUR BRAND SHOULD KEEP WORKING AFTER THE FINAL WHISTLE.

Any commercial use of University names, logos, marks, uniforms or other intellectual property must comply with applicable University policies and authorization requirements.

22 | ANTI-HAZING, BULLYING & HARASSMENT

Grace University Athletics maintains a strict stance against hazing, bullying, harassment, threats, retaliation, grooming behavior, abusive conduct and other serious misconduct. No tradition, initiation activity, team-building exercise or joke is more important than another person's dignity or safety.

"WE'VE ALWAYS DONE IT" IS NEVER A DEFENSE FOR ABUSE.

Student-athletes must not participate in, encourage, conceal or retaliate against someone for reporting prohibited misconduct.

Anyone with reasonable concerns regarding misconduct should report the matter promptly through the University's appropriate reporting channels, including Athletics administration when appropriate.

Reports will be addressed in accordance with University procedures and applicable law.



23 | TEAM TRAVEL

Traveling with Grace University is a business trip with your teammates. Student-athletes are responsible for communicating with professors regarding approved athletic absences and completing missed academic work.

Each team may establish additional requirements involving:

- Departure times and Dress code
- Room assignments and Study periods
- Free time and Meals
- Curfew and Transportation meetup location
- Electronic-device use and Meeting times

Student-athletes must travel with the team unless alternative transportation has been approved.

Vehicles, hotels, restaurants, locker rooms and host facilities must be treated with respect. LEAVE EVERY PLACE BETTER THAN YOU FOUND IT.

24 | ROAD-TRIP STANDARD

Road trips reveal culture.

Student-athletes must demonstrate appropriate conduct toward hotel employees, restaurant staff, drivers, opposing institutions and the general public.

Serious misconduct may result in immediate removal from team activities and further disciplinary review consistent with applicable University and Athletics procedures.

When traveling:

YOU ARE NOT JUST VISITING ANOTHER CITY.

YOU ARE TAKING THE GRACE UNIVERSITY BRAND WITH YOU.



DRESS STANDARD



25 | **ATHLETICS DRESS STANDARD**

Appearance communicates preparation.

Student-athletes participating in Athletics events or representing Grace University may be required to wear approved team apparel.

Team-specific travel attire will be determined by each program.

Clothing should be:

- CLEAN and APPROPRIATE.
- TEAM-APPROVED WHEN REQUIRED.
- REPRESENTATIVE OF THE GRACEU BRAND. NOT OTHER INSTITUTIONS

When the situation requires professional attire, dress professionally.

26 | **MENTAL HEALTH & STUDENT SUPPORT**

Strength is not pretending everything is fine. STRENGTH IS KNOWING WHEN TO ASK FOR HELP. College athletics can involve: Pressure. Homesickness. Academic stress. Financial concerns. Playing-time frustration. Relationship challenges. Injury. Anxiety about the future. Family problems. Identity beyond sport.

Student Support is available to assist students from enrollment through graduation with academic, technical and personal needs and to help connect students with appropriate professional resources when specialized assistance is needed.

Student-athletes are encouraged to communicate when they need support. Talk to someone. Your Family, a coach, administrator, a professional or trusted mentor.

ASKING FOR HELP IS AN ACT OF LEADERSHIP.



27 | **SUBSTANCE-FREE / WEAPON-FREE STANDARD**

Grace University Athletics is committed to student-athlete health, safety, academic achievement and competitive integrity.

Illegal drugs, prohibited performance, and weapons of any kind is strictly prohibited.

Student-athletes are prohibited from using ANY illegal drugs or prohibited performance-enhancing substances while representing Grace University.

Tobacco, alcohol and smoking (of all kinds) are prohibited at all times during while you are representing Grace University.

Violations will result in immediate disciplinary action, loss of participation, removal from the team and university.

PROTECT YOUR BODY. PROTECT YOUR OPPORTUNITY.

28 | **NUTRITION & SUPPLEMENTS**

What enters your body affects what your body can produce.

Student-athletes are strongly encouraged to consult qualified Athletics or healthcare personnel before consuming nutritional or dietary supplements.

Supplements can contain ingredients that are not clearly identified on product labels, and contamination may create health or eligibility risks. When in doubt:

ASK BEFORE YOU TAKE IT.

Food first. Hydration always. Recovery intentionally. Sleep consistently. Fuel your body like performance matters. Because it does.



29 | **ATHLETIC MEDICAL & TRAINING STANDARD**

Grace University Athletics provides access to designated athletic-training support for appropriate injury-prevention, evaluation and management needs associated with supervised Athletics participation, subject to available services.

Student-athletes must:

- Report injuries promptly, and be truthful about symptoms.
- Follow prescribed rehabilitation, and attend scheduled treatment.
- Follow return-to-participation instructions, and never hide an injury to continue to play.

The athletic-trainer, not teammates, social media or personal pride, should guide appropriate return-to-play decisions within their professional scope.

Routine treatment is not ordinarily justification for missing class, practice or team obligations. Student-athletes should schedule treatment responsibly.

30 | **MEDICAL INSURANCE**

MEDICAL INSURANCE IS MANDATORY. All student-athletes are required to maintain their own qualifying medical insurance throughout their participation in Grace University Athletics.

Student-athletes should verify that their insurance provides appropriate coverage in Southern California.

The University and Athletics Department do not assume financial responsibility for medical expenses not covered under applicable University or athletic insurance umbrella.

31 | **PRE-PARTICIPATION REQUIREMENT**

All student-athletes must be fully cleared medically by a licensed Doctor and must have a completed Pre-Participation Physical Exam on file.



COMPLIANCE + ELIGIBILITY



32 | COMPLIANCE & ELIGIBILITY

Grace University Athletics are members of the USCAA (United States Collegiate Association), and compete in the CCA (California Collegiate Alliance), and SWS (Southwestern States Conference). *However, some sports remain independent.*

Student-athletes are responsible for cooperating fully with USCAA eligibility and compliance procedures.

Student-athletes should never rely on rumors, teammates or social media regarding their eligibility. ASK COMPLIANCE.

33 | AMATEURISM & OUTSIDE COMPETITION

Student-athletes must disclose outside competition, professional agreements, compensation arrangements or other activities that could affect collegiate eligibility when required.

International and domestic student-athletes must satisfy applicable amateurism requirements.

Never assume an outside league, tournament, club, endorsement, appearance or payment arrangement is permissible simply because another athlete participates. When uncertain: ASK BEFORE YOU ACT.

34 | FINANCIAL RESPONSIBILITY

Being a collegiate student-athlete also means becoming a responsible adult. Student-athletes are responsible for understanding: Tuition obligations, Scholarship requirements, Payment deadlines, Housing costs, Transportation, Food and Personal expenses, Insurance obligation, and other University charges.

Don't ignore financial communications and wait until a deadline passes. Communicate early.



GRACE UNIVERSITY

LEADERSHIP + RESOLUTION



35 | **COMMUNITY SERVICE**

Grace University Athletics believes influence should create impact. Student-athletes may be expected to participate in Athletics or University community-engagement initiatives throughout the year. Service is not simply something we put on a résumé. IT REMINDS US THAT THE OPPORTUNITY WE HAVE SHOULD BENEFIT SOMEONE BESIDES OURSELVES.

36 | **LEADERSHIP WITHOUT A TITLE**

You don't need to be a captain to lead. Leadership happens when you:

- Pick up equipment without being asked.
- Encourage the teammate struggling.
- Show up early and sit in the front row.
- Tell the truth and accept responsibility.
- Work when nobody is watching.
- Treat everyone with respect.
- Stay disciplined when others don't.
- Leadership isn't a position, *IT'S A PATTERN OF BEHAVIOR.*

37 | **CONFLICT RESOLUTION**

Teams are families. Families sometimes disagree. When conflict occurs:

1. ADDRESS THE ISSUE — NOT THE PERSON.
2. LISTEN BEFORE RESPONDING.
3. AVOID SOCIAL MEDIA.
4. DON'T RECRUIT TEAMMATES INTO PERSONAL CONFLICT.
5. SEEK COACHING OR ADMINISTRATIVE SUPPORT WHEN NECESSARY.
6. SOLVE IT AND MOVE FORWARD.

Maturity is not avoiding difficult conversations. MATURITY IS LEARNING HOW TO HAVE THEM.



PLAYING + COMMUNICATION



38 | **PLAYING TIME**

Playing time is earned and determined by the coaching staff. Student-athletes may respectfully request conversations regarding:

- Areas for improvement
- Role expectations
- Development plans
- Performance feedback

A productive question is:

"COACH, WHAT DO I NEED TO IMPROVE TO HELP THIS TEAM MORE?"

Not: "WHY AM I NOT PLAYING?" – Focus on development rather than entitlement.

39 | **COMMUNICATION STANDARD**

Student-athletes are expected to communicate responsibly.

- Do not disappear.
- Do not ignore important team messages.
- Do not force coaches to repeatedly track you down.

When circumstances affect attendance, academics, health or team responsibilities:

- COMMUNICATE EARLY.
- COMMUNICATE CLEARLY.
- COMMUNICATE HONESTLY.

Silence creates uncertainty. Communication builds trust.



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40 | FACILITY STANDARD

Grace University Athletics utilizes all off-campus facilities. Every facility should be treated as if GRACE UNIVERSITY were permanently written across the front door.

Student-athletes must:

- Respect facility staff.
- Follow posted rules.
- Protect equipment.
- Clean locker rooms.
- Dispose of trash.
- Avoid damaging property.
- Return equipment.
- Respect other facility users.

WE DON'T JUST USE FACILITIES.

WE BUILD RELATIONSHIPS WITH THE PEOPLE WHO ALLOW US TO COMPETE IN THEM.

41 | ACCOUNTABILITY

Accountability is not punishment. Accountability is how standards survive.

When expectations are not met, coaches and Athletics administration may apply appropriate corrective or disciplinary measures consistent with University policy, team rules and applicable governing regulations.

Depending on the circumstances, responses may include:

- Verbal and/or written correction
- Team consequences
- Loss of competition privileges and/or suspension from activities
- Dismissal from the team in serious circumstances

Severe misconduct may warrant immediate disciplinary decisions, considering the seriousness of the conduct, applicable policies, student safety or prior behavior.



THE PLEDGE



THE STANDARD PLEDGE

I AM A GRACE UNIVERSITY STUDENT-ATHLETE.

I understand that wearing GRACE across my uniform is a privilege.

- I will pursue my education with purpose.
- I will compete with passion.
- I will strengthen my faith.
- I will respect my teammates.
- I will respect my coaches.
- I will respect my professors.
- I will respect my opponents.
- I will respect myself.
- I will protect my health.
- I will take responsibility for my decisions.
- I will understand that my actions build my reputation.
- I will use my platform responsibly.
- I will embrace accountability.
- I will choose discipline over convenience.
- I will seek solutions instead of excuses.
- I will represent Grace University with character.
- I will build rather than destroy.
- I will lead whether or not I have a title.

I understand that I am part of the inaugural generation building Grace University Athletics.

- I WILL BUILD MY BRAND.
- I WILL BUILD MY TEAM.
- I WILL BUILD THE GRACEU BRAND.
- I WILL BUILD A LEGACY.
- I WILL LIVE THE STANDARD.



GRACE UNIVERSITY

OUR PLEDGE



OUR PROMISE TO YOU

THE STANDARD works both ways.

Grace University Athletics will demand much from its student-athletes. Therefore, our student-athletes should expect much from us.

We commit to:

- COACH YOU.
- CHALLENGE YOU.
- TEACH YOU.
- SUPPORT YOU.
- HOLD YOU ACCOUNTABLE.
- TREAT YOU WITH DIGNITY.
- HELP YOU PURSUE YOUR DEGREE.
- HELP YOU DEVELOP YOUR TALENTS.
- PREPARE YOU FOR LIFE AFTER COLLEGE.
- CELEBRATE YOUR GROWTH.

We cannot promise every athlete equal playing time.

We cannot promise championships.

We cannot promise that your journey will always be comfortable.

But we can commit ourselves to building an environment where those willing to work, learn, compete and grow have an opportunity to become something greater.



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ACKNOWLEDGEMENT



STUDENT-ATHLETE ACKNOWLEDGEMENT

I acknowledge that I have received access to and have been instructed to review THE STANDARD - Grace University Athletics Student-Athlete Handbook.

I understand that participation in Grace University Athletics is a privilege and carries responsibilities related to academics, conduct, eligibility, health and safety, team participation and representation of Grace University.

I understand that this handbook provides Athletics Department expectations and does not replace official Grace University academic policies, student-conduct policies, applicable law, insurance documents, medical requirements, or the official rules of governing athletic organizations.

I understand that policies and eligibility requirements may be amended, clarified or updated when necessary.

By signing below, I acknowledge my responsibility to ask questions when I do not understand an expectation and to conduct myself in a manner consistent with THE STANDARD.

Student-Athlete Name:

Signature:

Sport:

Date:

WELCOME TO CHAPTER ONE OF GRACE UNIVERSITY ATHLETICS.

