



SANTA CLARATM

INTRAMURAL SPORTS

INTRAMURAL SPORTS HANDBOOK

2025-2026

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WELCOME

The Intramural Sports program is for the “everyday” athlete. It offers current Santa Clara University students, faculty and staff a variety of fun and friendly contests for skilled participants and beginners alike. Playing Intramural Sports is a great way to stay active, reduce stress, socialize with friends, meet new people, and have fun.

Intramural Sports encourages sportsmanship, teamwork, cooperation, physical fitness, and student involvement. There are structured leagues in a variety of activities for beginners to skilled players. Leagues are organized for minimal time commitment. Intramural Sports leagues are open to all current students, faculty, and staff.

The Intramural Sports Program is administered by Campus Recreation and is overseen by the Assistant Director for Intramurals and Camp and two Intramural Sports Student Coordinators.

DIVERSITY & INCLUSION STATEMENT

Santa Clara University's Campus Recreation celebrates diversity.

As such, we are dedicated to providing an inclusive environment with safe services, programs, and facilities that are welcoming to all individuals regardless of race, ethnicity, religion, spirituality, gender, gender identity/expression, age, sexual orientation, ability, socioeconomic status, or national origin. In an effort to accommodate all of our members, we provide multiple workout areas and programs to address various skill, ability, and individual comfort levels.

Campus Recreation makes every effort to be accessible to all abilities. If you need special accommodations for facilities, activities, and/or programs, please contact us at campusrec@scu.edu or provide your [Accessibility Feedback](#).

LAND ACKNOWLEDGEMENT

"We pause to acknowledge that Santa Clara University sits on the land of the Ohlone and the Muwekma Ohlone people, who trace their ancestry through the Missions Dolores, Santa Clara, and San Jose. We remember their connection to this region and give thanks for the opportunity to live, work, learn and pray on their traditional homeland. Let us take a moment of silence to pay respect to their Elders and to all Ohlone people past and present."

RESPONSIBILITIES OF INTRAMURAL SPORTS STAFF

Intramural Sports Staff is not limited to this list of responsibilities. This is a brief explanation of the role of each position.

- All Intramural Sports Staff are responsible for ensuring a fair, fun, and safe environment for all intramural sports participants.
- Intramural Sports Officials only officiate Flag Football, Soccer, and Basketball.
- The Intramural Sports Supervisor supervises all intramural participants in all non-officiated sports & tournaments.
- The Intramural Sports Official serves as the leading sports official for a given officiated intramural sport. The Intramural Sports Official (along with the intramural supervisors) supervises all intramural participants for a given officiated sport.
- Intramural Coordinator Staff and/or Assistant Director for Intramurals and Camp create and organize all schedules, plan meetings and update scores. In addition, they resolve any issues or conflicts that may come up during the season.

ELIGIBILITY

For in-person events - NO ACCESS Credential (mobile or card) = NO PLAY. NO EXCEPTIONS! All participants must bring a valid ACCESS Credential (card or mobile) to every game. Participants who do not have their ACCESS credential (mobile or card) will have to go get it or not participate.

All participants must register with IMLeagues.

Current Santa Clara students, faculty, and staff are eligible to compete in Intramural Sports

- Alumni, department sponsored members, spouses or volunteers are **not** eligible.
- Students who are not enrolled in classes are not eligible to play. The exception is for Winter Quarter Graduates. You **must** have been enrolled in Winter quarter classes and have purchased the winter grad membership in order to be eligible to play in the Spring quarter.
- Winter quarter grads may still have full access to the Malley Center and Sullivan Aquatics Center with the purchase of a Malley Center Winter Grad Membership.
- Intramural Sports Staff who graduate early may continue to work for the Intramural Program and participate in intramural sports (for one additional quarter after graduation).

No one is permitted to participate on two teams in the same division of a sport. THIS WILL BE STRICTLY ENFORCED, AND VIOLATIONS MAY RESULT IN LEAGUE SUSPENSION! For example, Bucky the Bronco can not play for the DI team Ruff Riders as well as the DI team The Broncos.

Teams using ineligible participants may forfeit those games in which the ineligible participant completed and may also be suspended from further play.

IMLeagues individual participant accounts provide options to select how "I participate as" for selecting how participants identify gender. The options are "I participate as": Male, Female, or Non-Binary.

- Account profiles should not be changed midseason.
- If an individual or team is unsure how to apply the inclusive gender policy, or seeks assistance in order to meet the participation needs of the individual and/or team, please contact the Intramural Sports Staff.
 - Any matters that may arise in regards to gender identity within Intramural Sports participation may be presented to the Assistant Director for Intramurals and/or the Rainbow Resource Center at rrc@scu.edu or call 408-551-3397. The Rainbow Resource Center is located in Benson 11. For questions regarding gender identity harassment and/or discrimination, please contact the Title IX office at 408-551-3043.

Current academic year **intercollegiate** athletes and **club sport** athletes may not participate in their respective sport or related sport (i.e. baseball participants are ineligible for intramural softball, club soccer can not play IM soccer, volleyball club and intercollegiate participants are ineligible for **any** intramural volleyball, etc.) . A current participant is anyone who at any time during the current academic year was on the team roster for a sport even if they are not at that time during the quarter. Intercollegiate and Club athletes are eligible to play any other intramural sport offering as long as it does not go against the policy stated above.

- During the fall quarter when both Men's and Women's Club Volleyball teams are holding tryouts, those students trying out may participate on an Intramural volleyball team (returning club members from the past season cannot participate in intramurals during tryouts since they are assumed to be continuing with the club and an active member on the roster). At the end of club tryouts, any student that makes the club team is required to stop participating on their intramural team immediately.

Ineligible participants that participate will be suspended from the program.

All participants must be listed on the team roster (see Rosters below).

Participants must play at least one league game to be eligible for playoffs.

The Intramural Sports Staff has the right to verify eligibility at any time and/or deny a participant's participation.

CAPTAIN'S RESPONSIBILITIES

KNOW THE INFORMATION IN THIS HANDBOOK, SPORT SPECIFIC RULES, and make sure all participants know and follow it as well. Make sure you have enough participants for all scheduled games. **Be responsible for your team and fans along with player eligibility, conduct, and actions of players on your team.** Help the Intramural Sports Staff keep the games fun and friendly, and make sure all intramural game balls have been returned to the staff on duty.

Notify team members of date, place, and time of contest or schedule changes. **GAME TIME IS FORFEIT TIME!** It is advised that Captains have their team present with valid SCU ACCESS credential (card or mobile) at least fifteen (15) minutes before game time. Failure to have the minimum number of eligible players at game time will result in a forfeit.

- Teams/participants that fail to notify the Intramural Sports Office **48-hours** prior to their contest will be issued a forfeit and lose their deposit.
- Teams/participants that do not forfeit during the regular season or playoffs will be eligible to redeem their deposit after the season.

All participants **MUST** be eligible to play Intramural Sports. Please refer to the eligibility section of this handbook. **Captain's/Participants Quizzes are online. The online registration system will require you to complete the MANDATORY Online Participants Quiz and/or Captain's Quiz.** The quiz provides valuable information on Intramural policies, rules and more.

Captains of teams that qualify for playoffs will be required to fill out the mandatory playoff availability google form. In the event it is deemed necessary to have a Playoff Captain's meeting it shall be held via Zoom meeting.

REGISTRATION PROCEDURES

Information concerning all Intramural Sports offerings is available on the web at <https://www.scu.edu/recreation/intramurals/> or <https://www.imleagues.com/scu/registration>. You can also email intramurals@scu.edu for more information or questions about the program.

All participants must register and establish an account with IMLeagues.

Each quarter, participants may register for all Intramural Sports offerings during the designated registration periods in the Fall, Winter, and Spring. During the open registration period, select a division and the day your team wants to play from the list of leagues offered, register and pay the \$40.00 entry deposit. All teams will be entered into a "waitlist" division, as soon as you have the minimum number of people and have paid the deposit, you can choose what league you'd like to enter. Intramural Sports tournaments are subject to entry deposit of \$10 at the discretion of the program during tournament set up. Registration for tournaments will be available through IMLeagues during the quarter outside of the standard league registration window.

FREE AGENTS

If you are unable to form your own team, you can sign up as a Free Agent through IMLeagues. Captain's needing extra participants can refer to the list to pick up participants or individuals can use the list to create their own Intramural Sports team. Free Agents on the list can also contact other captains or free agents to create their own team. In addition to this option there will be free agent designated teams assigned to random time blocks to allow free agents -or anyone who may have a small group needing more players- to join. Intramural Coordinator Staff will try our best to maximize participation but does not guarantee placement on a team. For additional assistance email intramurals@scu.edu.

SAFETY CONSIDERATIONS & INSURANCE COVERAGE

All students have accepted the "Release of Liability and Assumption of Risk for Use of Athletic Facilities and Programs" agreement to be active to participate in Intramural Sports and use the facilities. Students that begin at SCU under eighteen (18) years of age will move inactive and need to sign the agreements in Workday to be eligible.

Participant safety is of foremost concern. This is enhanced by rule modification, staff training, and facility inspection.

Any and all injuries should be reported immediately to an Intramural Sports Staff member on-site at the event.

Each participant is responsible for his/her own medical insurance coverage. **Santa Clara University does not provide insurance to individuals for any injury incurred in Intramural Sports participation.** The university also does not provide any services to prepare or maintain a participant's readiness to participate.

In the case that a participant sustains an injury that causes bleeding:

- The participant must exit the area of play until the bleeding has been stopped and the wound is bandaged.
- If blood stains any part of the participant's clothing, they may not return to the game until blood is no longer visible on the clothing.

All members that sustain a head injury and are transported during their use of athletic and campus recreation facilities and programs are required to submit a doctor's note to return to using the athletic and campus recreation facilities and programs.

Additional safety considerations are outlined for each sport in each sports specific sport rules.

DIVISIONS OF PLAY

Division I – Most challenging division, participants have well-developed skills and are primarily interested in winning, playing competitively, and having fun.

Division II – Participants have more varied skills and are more interested in playing the games and having fun rather than winning. Participants who play in Division I may also participate in Division II provided their Division II team roster does not exceed 50% Division I participants, regardless of team. (Note: This is meant to discourage duplicating a D1 roster as a D2 roster).

Men's, Women's, Co-Rec, Open – Leagues divided based upon gender. Intramural Sports will offer Men's, Women's and Co-Rec Leagues. Leagues designated as "Open" will have no gender makeup requirements within the rules for that sport. Intramural Sports tournaments are designated as "Open" unless designated otherwise.

Faculty/Staff- Leagues are open to faculty and staff only. These leagues will not have any gender specific requirements unless stated in the league description on IMLeagues. Students, graduate assistants, and third party hires are not eligible for these leagues. Faculty and Staff qualification is solely based on being a benefits eligible employee of the university. Those who are not benefits eligible employees can not play intramural sports.

First Year Olympics

Beginning Fall 2023, First Year Olympics will be an annual tournament offering on the 2nd Saturday of Fall quarter that is for first year students only. This is a resident hall competition, with the winners taking home the First Year Olympic Banner and keeping it for that respective year. Events include relay races and obstacle course team time trials, Soccer PK Shootout challenge, kickball, dodgeball, rubix cube race, and 3v3 basketball. Events subject to change based on availability and turnout.

Game Balls and Equipment Use

- The intramural sports program will be implementing game balls into the following sports: basketball, flag football, soccer, indoor volleyball, beach volleyball, and pickleball. Note: Softball already provides game balls.
- Teams are advised to bring their own balls for warm ups, as the game balls will not be available to use for these times.

- Team captains are responsible for making sure the game balls are returned to the IM Staff on duty, whether that be the officials for flag football, basketball, and soccer, or the IM Supervisors for volleyball and pickleball.
- Failure to make sure game balls are returned to the staff or taking any game balls home will result in the loss of deposit and potential forfeiture of your game(s).

FORFEITS & DEFAULTS

A forfeit is a loss for failing to show for a game without 48-hours notice to the Intramural Coordinator Staff or not being able to provide the minimum mandatory number of participants.

- GAME TIME IS FORFEIT TIME! It is advised that Captains have their team present with valid SCU ACCESS credential (card or mobile) at least fifteen (15) minutes before game time. Failure to have the minimum number of eligible players at game time will result in a forfeit.
- All teams that forfeit more than once will be dropped from their scheduled league and will not qualify for playoffs and will not be eligible for a deposit refund.

A default is an excused absence from participation in an intramural game that still counts as a loss. In order to have a game classified as a default, the captain is responsible for notifying the Intramural Coordinator Staff by email intramurals@scu.edu **48-hours** prior to the scheduled time of the game.

- A team is entitled to one default per intramural season without the team's deposit being forfeited.

Two forfeits or defaults, or one of each, will result in your team being dropped from the league permanently. A team that forfeits will also lose the \$40 Intramural Sports deposit that is collected at registration. A Team Captain that fails to report to a Mandatory Captain's Meeting or Mandatory Playoff Captain's Meeting may also lose the \$40 Intramural Sports deposit and may lose their spot if a waitlisted team is present to take their place.

There will be no defaults permitted in Intramural Tennis or Table Tennis offerings.

INTRAMURAL SPORTS DEPOSITS

All teams/participants are required to pay the \$40 Intramural Sports deposit at sign-ups. If a team/participant does not forfeit during the regular season or playoffs, violate written facility policies, or take an intramural game ball home, you may request a refund of your deposit at the end of the season via a Refund Request form available online at the Malley Center Front Desk.

- All refund requests must be submitted within 180 days of initial deposit, or by the end of the academic year, whichever comes first.
- Requests made after these stated time windows will **NOT** be accepted
- All refunds will be processed as received. Allow 1-2 weeks for your refund to be credited back to the credit card initially processed for the registration fee. Failure to request may result in loss of deposit.
- Faculty/Staff offerings shall be available for free to all participants.
- Single Day tournaments are subject to a lower cost deposit at the discretion of Intramural Sports Staff.

RAIN/WET FIELDS/COURTS

Games may or may not be played depending on the condition of the field/court and the severity of the weather.

- **Assume your team is going to be playing until you hear from the Intramural Coordinator Staff.** If games are canceled, Intramural Sports Staff will contact team captains via phone and/or email to notify them of the cancellation. It is the team captain's responsibility to notify their teammates.
- Regular season play will be made up if there is time within the quarter and weather permits (including cancellation due to poor air quality).
- **Playoff games will always be made up** and may require a delay until the following quarter.

SCHEDULE & PLAYOFFS

Intramural Sports schedules all league play & playoff games based on the quarter academic calendar.

In all four team groups, each team will play three matches followed by group stage playoffs. 1st will play 4th and 2nd will play 3rd. The winning teams of the group stage will advance to the league playoffs.

Depending upon the actual number of teams registered to participate in a league may require the Intramural Staff to create five team leagues or groups to accommodate as many requests as possible. If a five team league/group is established, each team will play a minimum of four matches followed by intraleague/group stage playoffs. 1st seed will automatically advance and 2nd will play 5th and 3rd will play 4th. The winning teams of the intraleague/group stage playoff matches will advance to the interleague playoffs.

Playoff games are more frequent and will be held on various weekdays or weekend dates as scheduled by the Intramural Coordinator Staff.

- Due to heavily used facilities and short playing seasons, rescheduling of games may not be possible.

A select number of teams shall advance immediately to Divisional Playoffs based on the number of teams registered in the league.

Playoff bracket style shall vary between single or double elimination style Playoffs depending on the number or participants/teams registered.

Any team/participant rescheduling a scheduled league game (for in-person offerings) without authorization from the Intramural Coordinator Staff will be dropped from the league. This does not apply to IM Tennis, Table Tennis, Intramural Sports Tournaments and First Year Olympics.

Schedules and other league information are available on our website <https://www.scu.edu/recreation/intramurals/> or online through IMLeagues at <https://www.imleagues.com/scu/registration>

Group stage playoff and league playoff seeds will be determined by regular season record. Teams having equal records will be seeded according to the following criteria: head-to-head record, point differential, adjusted points allowed, adjusted points for, availability, and finally a coin toss/random draw.

ROSTERS

Before all games/matches, all SCU ACCESS credentials (card or mobile) will be checked to verify roster information (names and ACCESS card numbers).

- All new players must be added to your IMLeagues team account. You can do this before the game starts, or at the field/court with the official or supervisor's help. This new player will need their SCU ACCESS credential (card or mobile) and must complete the participants quiz prior to play.
- Participants cannot switch to a different team within the same division after playing for their original team.
- In the event that the player can no longer play, a player who has played for a team may be dropped from that team to open a roster spot for another player who has not yet played for any other team. **However, the player who was dropped is not allowed to play for that team or any other team in any league for the remainder of the season and playoffs.**
- Team Captain's may never switch teams within the same division. They are permanently bound to the team of which they are captain.
- Teams must abide by the league maximum and minimum number of participants allowed per team.
- Only participants on the official roster are eligible to participate in the playoffs (if a team qualifies).
- No roster additions will be accepted beyond the conclusion of round robin group play. (Exceptions may be made if your team had one or more games forfeited during the regular season.
- Teams participating in Division 1 or 2 for a sport, may not have more than 50% of their roster participating in both D1 and D2 teams. For example, if team A has 10 players in D2, only 5 of those players can also be playing D1.
- Concerns about participant eligibility or roster legitimacy can be directed to the intramurals@scu.edu email within 24 hours of the contest.

CONDUCT

The value of Intramural Sports is in playing, not in winning - so you, your team, and your fans are expected to **behave in a sportsmanlike manner at all times, both on and off the field.**

- Profanity, intimidation, abusive language, threats, fighting or other physical contact is not tolerated and will result in disciplinary action as defined below.
- Possession or consumption of alcohol or illegal substances is not allowed. Any individual suspected of being “under the influence” will be asked to leave the facility immediately. Bellomy Field, the Malley Center and Stanton Field are facilities where no alcoholic beverages are permitted.
- Officials are fellow SCU students and must be treated with respect at all times.
- All students participating in Intramural Sports will be held to the Student Conduct Code in the SCU Student Handbook for more detailed info please visit the Dean of Students Office website at <https://www.scu.edu/osl/student-conduct/>
- Hazing is strictly prohibited. Even if no alcohol is involved and all participants are willing, many actions will still qualify as hazing. To report violations of this policy, please contact the Assistant Director for Intramurals and Camp or the Dean of Students Office. Please note that hazing can be a felony in the state of California.

DISCIPLINARY ACTION INCLUDES BUT IS NOT LIMITED TO:

- Immediate participant ejection (must leave the facility within two minutes or game is forfeited)
- Ejected participants must meet with the Assistant Director for Intramurals and Camp and/or Intramural Coordinator Staff.
- Two ejections within the intramural season (academic year) results in an automatic suspension from the program for that academic year. For example, if a participant is ejected from a flag football game & then a basketball game they may be suspended from all future play in the Intramural Sports program.
- Suspensions are a minimum of one game (participant may not attend team’s games during the suspension).
- Participants may be put on probation which allows the participant to be suspended for any action deemed necessary by the Intramural Sports Staff.
- Possible referral to the Dean of Students Office and/or Campus Safety.

APPEALING DISCIPLINARY ACTION INCLUDES:

A written request for reinstatement (email accepted to intramurals@scu.edu and/or ahunt2@scu.edu) and a meeting (virtual via Zoom if necessary) with Assistant Director for Intramurals and Camp and/or Intramural Coordinator Staff needs to be requested within 5 business days of the decision.

SPORTSMANSHIP RATING

To ensure the conduct guidelines listed above, sportsmanship ratings will be assigned by each participant for virtual gaming or the Intramural Student Coordinators and/or Officials and/or IM Supervisors on site at the conclusion of each IM competition. The sportsmanship rating for each team will be listed on the score sheet of each competition and will not be posted online. The intent of this new system is to allow Intramural Student Coordinators to resolve sportsmanship conduct concerns to prevent potential disciplinary action. Intramural Student Coordinators will address sportsmanship rating concerns with team captains as they arise. You may request your team’s sportsmanship ratings by emailing intramurals@scu.edu.

Team sportsmanship is rated according to the following scale and criteria;

5 points: Excellent Sportsmanship

Respect shown to the game and staff by participants and spectators at all times. Participants speak to staff members appropriately in all situations. Players cooperate fully with the officials about rule interpretations and calls. The captain also has full control of his/her teammates and calmly converses with officials about rule interpretations and calls.

Teams that win by forfeit will receive a "5."

4 points: Acceptable Sportsmanship/Good Conduct

Team members and spectators are respectful of opponents and officials except for one or two minor incidents which may or may not merit a warning from officials or other IM Staff members. Participants question an official's judgment/rule interpretation in a disrespectful manner. Minor incidents such as trash talk, cursing in any manner, or mocking the skill level of an opponent might occur such that an official is prompted to provide 1-2 verbal warnings. Teams that default will receive a "4."

3 points: Sportsmanship Needs Improvement

Team members repeatedly question the judgment or an official's abilities. They, and/or spectators are disrespectful of opponents and/or officials on a number of occasions which may or may not warrant various sport-specific penalties. Captain exhibits minor control over his/her teammates and spectators. Teams having a player ejected (Red card for soccer) for an unsportsmanlike act will receive no higher than a "3 Sportsmanship" rating, including ejections for use of an invalid ID/ineligible player.

Teams that forfeit without providing proper courtesy notice will receive a "3."

2 point: Unacceptable Sportsmanship

Teams constantly comment to the officials and/or opposing teams from the field and/or sidelines. The majority of individuals on this team are disrespectful of opponents or officials on a regular basis. The team captain exhibits no control over teammates or himself/herself. Teams focus more on bickering with officials than playing the game.

Intramural Staff working in the competition will be required to submit an Incident Report for any teams receiving a 2 Sportsmanship rating. The team captain will be required to meet with the Assistant Director for Intramurals and Camp and/or Intramural Sports Coordinator staff prior to their next scheduled competition and the team will not be eligible to return to participate until approved by the Assistant Director for Intramurals and Camp and/or Intramural Sports Coordinator staff.

1 points: Season Ending Rating

The following actions can result in an "1 point" sportsmanship rating:

The team is completely uncooperative and out of control before, during, or after intramural sports contest(s).

Team captain (spokesperson) exhibits loss of control over self, the team, and/or the spectators.

Multiple ejections or blatant unsportsmanlike conduct that endangered participants, fans, officials, or supervisors.

Fighting or contest ended due to extenuating conduct circumstances: Includes threatening an employee. If

involved in a fight your team could be removed from the league for the remainder of the season.

Instances include multiple players being ejected for sportsmanship reasons;

Physical contact, threats, and/or attempts to injure other participants or intramural staff. All players on the team roster will be suspended from the intramural sports program for an unspecified period of time.

The incident will be referred to the Dean of Students Office and/or Campus Safety

Regular Season and League Playoff Sportsmanship Requirements

- All teams must maintain a minimum average sportsmanship score of 2.5 throughout the duration of the regular season and league playoffs.
- A team that advances to the divisional playoff rounds by virtue of winning a league playoff game but has an average sportsmanship rating of lower than 2.5 will not be invited to participate in the divisional playoff round. The highest ranked team in the final league rankings will be invited in their place.
- At the completion of the regular season and league playoffs, teams will follow the divisional playoff sportsmanship requirements.

Divisional Playoff Sportsmanship Requirements

- All teams are expected to exhibit excellent sportsmanship throughout the divisional playoff rounds.
- Any team receiving a rating of "1" during a divisional playoff game will be disqualified from the playoffs. The opposing team will be declared the winner.
- Any team receiving a rating of "2" will be required to meet with the Assistant Director for Intramurals and Camp and/or Intramural Coordinator Staff prior to their next scheduled competition to discuss improving

their behavior. If that same team receives a rating of “2” or lower in any subsequent competitions they will be disqualified from playoffs and the opposing team will be declared the winner.

Rule Interpretation Concerns

If you have any questions about rule interpretation, let the Intramural Sports Staff know during the game. They will resolve the issue and make a ruling so the game may continue.

In the event there is a rule interpretation question requiring the assistance of the Intramural Sports Staff the matter must be taken care of at the time of the occurrence. Concerns that are voiced after the questioned call will not be considered.

For Self-Scheduled Offerings, email intramurals@scu.edu within **24-hours** of the game in question to have the incident reviewed by our Intramural Sports Staff.

FACILITY GUIDELINES

You, your participants, and fans are expected to abide by all posted and written facility guidelines.

To keep the playing areas clean and safe, food, beverages, gum, tobacco, bottles, cans, bicycles, skateboards, and pets are **not allowed**. Please clean up after yourself and your team so we can keep the facilities clean for others.

If you, your team, or your fans are found violating written facility guidelines, your team will forfeit your deposit, and your team may be dropped from your league.

In the Malley Center and Bellomy Field, all patrons must wear a shirt. This is required in all IM activity spaces; except locker rooms. Beach Volleyball is the lone exception.

OFFICIALS

Student officials are needed for all Flag Football, Soccer, and Basketball games. If there are not enough interested or qualified officials, sports will be self-officiated. **Officials starting pay is \$18.95 per hour as of Fall quarter 2025.** If you or someone you know is interested, please go to the Student Employment page at: <https://www.scu.edu/recreation/about/employment/>. You will need to review the job description, complete a job application, and submit it accordingly.

NONDISCRIMINATION POLICY

Santa Clara University's fundamental principles of academic excellence through diversity and inclusion are central to our Jesuit, Catholic values. These principles and values require us to provide a workplace and educational environment free from discrimination, harassment, and sexual misconduct. In its admission, educational and employment practices, programs, and activities, the University does not discriminate and prohibits discrimination against any individual based on race, ethnicity, nationality, religion, age, gender, gender expression, gender identity, sexual orientation, marital status, registered domestic partner status, veteran or military status, physical or mental disability (including perceived disability), medical condition (including cancer related or genetic characteristics), pregnancy (including childbirth, breastfeeding, and related medical conditions), or any other basis prohibited under applicable federal, state, or local laws.

The University will act on all notices of allegations of discrimination, harassment, or sexual harassment, and sexual violence. It will take necessary measures to end conduct that is in violation of this Policy, prevent its recurrence, and remedy its effect on individuals and the community. Within any process related to this Policy, the University provides reasonable accommodations to persons with disabilities and reasonable religious accommodations, when that accommodation is consistent with state and federal law.

Santa Clara University is committed to promoting a diverse, equitable, and inclusive working and learning environment free from discrimination and harassment. This commitment extends beyond mere compliance with the law. The University provides a robust program of equal opportunity and affirmative action in virtually all aspects of University life. To this end, the Office of Equal Opportunity and Title IX monitors and oversees the University's compliance with Title IX, equal opportunity, affirmative action, and applicable state and federal civil rights laws, and oversees the coordination of education and training activities, and the response, investigation, and resolution (informal and formal) of incidents of protected class discrimination, harassment, sexual harassment, other forms of sexual misconduct, and retaliation that may violate this Policy. Faculty, staff, students, and third parties may contact the Director for the Office of Equal Opportunity and Title IX (hereafter, "Director") to inquire about their rights under University policies and to request assistance and support. The Director is assisted by the Title IX Team, which includes any deputy coordinators and investigators (internal and external) who also serve in a neutral role, and are available to speak with parties in-depth about the resources and options available on- and off-campus for response and resolution.

The contact information for the Interim Director is listed below:

Brandi Williams, Interim Director of Equal Opportunity and Title IX & Title IX Coordinator
Office of Equal Opportunity and Title IX
Santa Clara University
500 El Camino Real
Santa Clara, CA 95053-0850

Office Location:
Loyola Hall, Suite 140
425 El Camino Real, Santa Clara, CA 95050
Tel: 408-551-3043
Email: BWiliam2@scu.edu

A person may also file a complaint within the time required by law with the appropriate federal or state agency. Depending upon the nature of the complaint, the appropriate agency may be the federal Equal Employment Opportunity Commission (EEOC), the federal Office for Civil Rights (OCR), or the California Department of Fair Employment and Housing (DFEH).

OFFICE OF ACCESSIBLE EDUCATION

ACCESS POLICY

Santa Clara University seeks to respect each person's dignity and desire for personal growth and accomplishment and is committed to achieving equal educational and employment opportunities for qualified persons with disabilities. No qualified person with a disability shall be excluded from participating in any University program, nor be denied benefits of any University program, or otherwise be subject to discrimination. The University will make every reasonable effort to remove existing barriers, whether physical, programmatic, or attitudinal, and to ensure that new barriers are not erected. Santa Clara University is committed to providing access for qualified students with disabilities, faculty, staff, and visitors to University programs. This policy is in line with the University's nondiscrimination policy, which applies to all qualified participants with disabilities in employment, access to facilities, student programs, activities, and services.

RESOURCES

The Office of Accessible Education has been designated by the University to ensure access for all qualified students with disabilities to all academic programs and University resources. Types of disabilities include medical, physical, psychological, attention-deficit, and learning disabilities. Reasonable accommodations are provided to minimize the effects of a student's disability and to maximize the potential for success. The Office of Accessible Education is located in Benson Center, Ground floor, Room 1. The Office of Accessible Education is open Monday through Friday from 8 a.m. to 5 p.m.

Campus Recreation & Intramural Sports Staff reserves the right to make decisions that are not specifically covered in this handbook.

If you have additional questions, contact Austin Hunt, Assistant Director for Intramurals and Camp, at (408) 551-7183 or by email at intramurals@scu.edu both are checked daily Monday through Friday as the Intramural Staff are available.

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