

Employment

NCAA rules permit student-athletes to earn income through legitimate employment opportunities. However, the NCAA has established several requirements designed to ensure that student-athlete's employment is consistent with the principles of amateurism and the prohibition on extra benefits. It is important to understand and comply with these rules to avoid impacting eligibility.

SAs may receive employment compensation:

- Only for work that is actually performed;
- Only for the number of hours actually worked;
- At a rate commensurate with the going rate for similar services in the area.

SAs may not receive:

- Payment for value that he/she bring to the employer because of publicity, reputation, fame or personal following that you obtained because of your athletics ability;
- Transportation to work or other benefits, unless the same benefits are available equally to all employees;

The following additional limitations will apply if receiving compensation for providing instruction in SA sport (i.e. fee for lesson):

- SA may receive payment for giving lessons in their sport so long as the SA does not use Valpo facilities;
- SA must actually provide skill instruction - playing lessons are not permitted;
- SA compensation must be paid by the lesson recipient or the recipient's family and not another outside individual or entity;
- SA may not use identity to advertise lesson availability.

SA must notify the compliance staff before beginning any type of employment throughout the year. Failure to do this could result in ineligibility to compete or forfeiture of contests.
