Student-Athlete Employment Policy
Guidelines for Employers

In accordance with *NCAA by law 15.2.7 Employment*, student-athletes are permitted to work on- or off-campus at any time while attending Yale University. However, please remember the following when making decisions about employment:

- The student-athlete’s compensation cannot be affected by the value or utility that a student-athlete may provide for the employer because of the publicity, reputation, fame or personal following that he or she has obtained because of athletics ability;
- The student athlete may only be compensated for work actually performed; and
- The student athlete is to be compensated at a rate commensurate with the going rate in the at locality for similar services.
- If student-athlete plans to work on a commissions basis he or she must disclose this to the Compliance Office and receive approval prior to beginning employment.
- All contacts with prospective employers and final job placement must comply with the guidelines established by Yale University and the NCAA.
- All student-athlete employment must be approved by the Compliance Office.
- The student-athlete *may not* begin employment until the appropriate documentation is approved by the Compliance Office.

**Student-Athlete Employment Procedure**

Prior to beginning employment, a student-athlete must:

1) Complete the Student-Athlete Employment form;
2) The student-athlete, employer, and head coach must sign completed form; and
3) Submit all completed forms to the Compliance Office for approval.

**Forms Used for Documentation**
- Student-Athlete Employment Form

**Individuals and Departments Involved**
- Student-Athlete
- Student-Athlete’s Head Coach
- Compliance Office

If you have any questions regarding student-athlete employment, contact the Compliance Office.