



NAME, IMAGE, & LIKENESS (NIL) STATEMENT

FLY RIGHT. KNOW YOUR VALUE. PROTECT YOUR FUTURE.

Union Public Schools and the Union Redhawks Athletic Department support our student-athletes while remaining fully committed to compliance with Oklahoma Secondary School Activities Association (OSSAA) rules governing Name, Image and Likeness (NIL) activity.

Any NIL opportunity involving a Union Redhawks student-athlete is a private, independent arrangement between the student-athlete, their parent/guardian, and an outside third-party commercial entity. Union Public Schools, the Union Redhawks Athletic Department, its coaches, administrators, and school-affiliated organizations do not fund, arrange, facilitate, or guarantee NIL compensation for student-athletes, and collectives or booster-funded pools are prohibited under OSSAA policy.

[Click HERE](#) to review the updated OSSAA NIL Policy.

WHAT MAY NOT BE USED IN AN NIL AGREEMENT

Per the 2026-2027 OSSAA policy, the following may not be used in connection with any NIL agreement or service:

- School logos or School Name
- School-issued Uniforms or School Facilities
- School or OSSAA awards and honors
- Spirit wear that identifies the school
- Game or practice footage and recordings

SCHOOL-ISSUED ATTIRE & NIL MARKETPLACES

Union Public Schools may use an approved NIL marketplace to help connect student-athletes with legitimate third-party brands. Student-athletes may wear school-issued attire in their marketplace profile or in promotional content on the platform — but not while performing the actual NIL service or activity itself.

NO SCHOOL INVOLVEMENT IN ARRANGING DEALS

Coaches, athletic directors, administrators, teachers, school employees, booster club members, and donors who have contributed to the school within the past ten years may not arrange, negotiate, facilitate, or provide NIL compensation to a student-athlete. (An exception applies only when the school employee is the student-athlete's immediate family member or legal guardian.)

RECRUITING, ENDORSEMENTS & ACADEMICS

- NIL opportunities may never be offered or used to influence a student's enrollment or attendance at Union — doing so violates OSSAA Rule 9 (Recruiting).
- Student-athletes may not endorse gambling, alcohol, tobacco, firearms, adult entertainment, banned substances, or unlawful activity.
- NIL activities may not interfere with the instructional school day or academic / athletic responsibilities.

DISCLOSURE REQUIREMENT

Student-athletes who receive \$200 or more in NIL compensation must submit a completed disclosure form to school administration within fourteen (14) days of the activity.

ENFORCEMENT

Violations are addressed in alignment with OSSAA Rules and Board Policy, including but not limited to Rule 5 (Amateurism) and Rule 9 (Recruiting), and may result in appropriate disciplinary action.

Union Public Schools remains committed to ensuring that public funds and school-related donations support the educational and athletic programs of the district, not private NIL compensation for individual student-athletes. Families are encouraged to seek professional guidance on how NIL activity may affect collegiate eligibility, financial aid, and tax obligations.

Questions regarding OSSAA NIL regulations should be directed to the Union Redhawks Athletic Office - Emily Barkley, Athletic Director barkley.emily@unionps.org