

Policy on Student Concerns about Athletic Programs and Activities

I. BACKGROUND

Maryland state law requires institutions of higher education that have an athletic program or administer athletic activities to implement a policy for receiving and addressing student concerns about the institution's athletic programs and activities. Md. Code Ann., Education, § 11-1601 (2019).

II. STATEMENT OF POLICY

The following process allows students to share concerns about Goucher College's athletic programs and activities.

Students may share concerns online as follows:

- a. To the Vice President for Student Affairs (vpsa@goucher.edu) at 410-337-6150; in Dorsey Center Room 203.
- b. To Risk Management, at 410-337-6011; in Dorsey Center Room 101 and at risk.management@goucher.edu.

If the reporting person desires anonymity, the report should be in writing and delivered via regular mail, campus mail, or by hand, rather than via e-mail.

Concerns that may be reported under this policy include, but are not limited to, the following:

- a. Unsafe coaching or playing environment in the athletics department and/or athletic activities, including team practices;
- b. Improper treatment of injuries;
- c. Bullying and/or hazing activity by coaching staff and/or students;
- d. Discrimination and/or harassment;
- e. Violations of other college policies during athletic activities, including, but not limited to, the College's Policy on Alcohol, Tobacco, and Other Drugs;
- f. Improperly maintained equipment that poses a safety hazard;
- g. Unsafe transportation.

Reported concerns are treated confidentially to the greatest extent possible and are promptly investigated according to the college's policies. Individuals who provide contact information are informed of responsive action.

III. PROTECTION AGAINST RETALIATION

A reporting person who acts in good faith will be protected from retaliation under this policy. Good faith means that the person has reasonable grounds to believe that the reported concerns are factual. Threats, intimidation, and retaliation against an individual for submitting a concern according to this policy are grounds for disciplinary action up to and including termination of employment. Complaints of retaliation may be submitted in the same manner as outlined above.

IV. POSTING AND DISTRIBUTION OF POLICY

This policy is available on the college website. The college informs all students who participate in the athletic program or activities of the college and ensures they have access to an electronic or paper copy of the policy. In addition, a copy of the policy is posted in the Athletics Department office.

V. REPORT TO THE MARYLAND COMMISSION ON HIGHER EDUCATION

As required by the Maryland State Code, beginning on or before August 1, 2020, and every year after that, the college reports to the Maryland Commission on Higher Education the number of students who shared concerns under the college's policy during the immediately preceding fiscal year.

VI. CONTACT

For questions about the policy, contact Risk Management at risk.management@goucher.edu

VII. HISTORY

Adopted July 17, 2019; Reviewed January, 2023.