

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 is established to allow students to share concerns about Goucher College's athletic programs and activities.

Students may share concerns online as follows:

- a. To the [Vice President and Dean of Students](#), available from 9-5 Monday through Friday at 410-337-6150; in Dorsey Center Room 203.
- b. To the [General Counsel](#), available from 9-5 Monday through Friday at 410-337-6011; in Dorsey Center Room 301.

If, for any reason, a person does not want to report his or her concerns to such individuals, they may report the concerns directly to the Chair of the Board's Audit and Governance Committee, Rich Davis, c/o President's office; or at Richard.davis@rjdavislaw.com.

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 the course of 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 will be treated confidentially to the greatest extent possible, and will be promptly investigated pursuant to the college's policies. Individuals who provide contact information will be 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 substantially true. Threats, intimidation, and retaliation against individual for submitting a concern pursuant to this policy may be 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 will be posted on the college's website. The college will inform all students who participate in the athletic program or activities of the college about this policy and ensure they have access to an electronic or paper copy of the policy. A copy of the policy will be 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 thereafter, the college will report 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

Questions about the policy should be addressed to the [General Counsel](#).

VII. HISTORY

Approved by the President's Cabinet, July 17, 2019.