



UMBC POLICY ON CONCERNS ABOUT ATHLETIC PROGRAMS AND ACTIVITIES
UMBC Policy #V-2.00.01

I. POLICY STATEMENT

The University of Maryland, Baltimore County (“UMBC” or “University”) athletic programs and activities specifically aim to create and sustain an environment where students can achieve success academically, athletically, and socially. UMBC and the Department of Athletics is committed to providing a supportive and safe environment, that prioritizes the well-being of all students-athletes involved in the University’s athletic programs and activities.

II. PURPOSE FOR POLICY

UMBC’s Concerns About Athletic Programs and Activities Policy (“Athletic Concerns Policy”) ensures the University has a process for receiving and addressing concerns related to the University’s athletic programs and activities, pursuant to the requirements of Section 11-1601 of the Education Article of the Annotated Code of Maryland. The Athletic Concerns Policy further ensures that the University’s process includes an option for concerns to be shared confidentially with the University’s administration, including Senior University Officials, who are not directly involved with the management of the University’s athletic programs or activities.

III. APPLICABILITY AND IMPACT STATEMENT

The Athletic Concerns Policy applies to any concern which is shared, in connection with a University athletic program or activity, except those concerns specifically excluded, as outlined in the applicable procedures.

IV. CONTACTS

Direct any general questions about this University Policy first to your department’s administrative office. If you have specific questions, call the following offices:

Subject	Contact	Telephone
Policy Clarification	Office of the General Counsel	410-455-2870
	Department of Athletics	410-455-2126
Policy Administration	Athletic Director	410-455-2290
	President’s Office	410-455-3385

V. UNIVERSITY POLICY

A. POLICY REQUIREMENTS

In accordance with the Policy on Student Concerns About Athletic Programs and Activities, Section 11-1601 of the Education Article of the Annotated Code of Maryland, UMBC's Athletic Concerns Policy embodies the University's commitment to developing and adopting a written policy and process for addressing concerns shared, related to the University's athletic programs and activities, that includes:

1. A process through which concerns can be shared about the University's athletic program and activities with the University's administration, including Senior University Officials within the University's administration, who are not directly involved with the management of athletic programs or activities;
2. An option for the concerns to be shared confidentially; and
3. An express prohibition against retaliating or discriminating against an individual who shares their concerns under the Athletic Concerns Policy and the applicable procedures.

B. NOTIFICATION OF POLICY REQUIREMENTS

The University shall ensure the following:

1. The Athletic Concerns Policy is posted, including any changes to the policy, on the University's website; and
2. Each student who participates in the University's athletic programs or activities has a copy of the Athletic Concerns Policy and any changes to the policy.

C. APPLICABLE PROCEDURES

The University's process for reporting and responding to concerns shared pursuant to the Athletic Concerns Policy, shall be handled in accordance with the *Interim Procedures for Reporting and Responding to Athletic Concerns*. *The procedures established shall be included in the University student-athlete handbook.*

D. EXTERNAL REPORTING REQUIREMENTS

The University shall submit to the Maryland Higher Education Commission (MHEC), in accordance with Section 2-1246 of the State Government Article, the Senate Education, Health, and Environmental Affairs Committee and the House Appropriations Committee the following:

- a. A copy of the Athletic Concerns Policy on or before October 1, 2019, and any changes to the policy; and

- b. The number of students who shared concerns under the Athletic Concerns Policy during the immediately preceding fiscal year, on or before July 1, 2020, and each July 1 thereafter.

E. RECORDING KEEPING

The University will keep records of the concerns shared, pursuant to the Athletic Concerns Policy in accordance with the above reporting requirements and the University’s record keeping processes.

- A. Documentation:**
See Above

VI. DEFINITIONS

Athletic program or activity	Includes, but not limited to any practice, workout, game, match, meet, or other like activity or program overseen, sponsored, recognized, or approved by the University’s Athletics Department.
Confidential Reporting	An individual can share a concern with the University, related to a University athletic program or activity, without sharing their personally identifying information with the University. Confidential reporting consistent with the Athletic Concerns Policy and applicable procedures can be made utilizing the University’s secure, on-line RT system.
Concerns	Includes a range of issues, including but not related to conduct, decisions, action, and/or inaction, in connection with an athletic program or activity. “Concern” does not include issues solely related to playing time or position being played on an athletic team. Playing time and position on the team are generally at the discretion of the Head Coach.
Retaliation	Includes, but is not limited to intimidating, threatening, coercive, or discriminatory action, inaction, conduct, or words, taken against an individual, who shares a concern pursuant to the Athletic Concerns Policy, for the purpose of interfering with their right(s) under the policy, that is intended to discourage a reasonable person from asserting their rights.
RT System	Refers to the secure, online system, individuals can use to share concerns confidentially. Concerns shared via the RT system will be sent to the Office of the President, who is the designated Senior University Official (outside Athletics) and to the Office of the General Counsel.
Student	Includes all persons matriculating at UMBC, both full-time and part-time, pursuing undergraduate, graduate, non-degree, or professional studies who are: <ul style="list-style-type: none"> • currently enrolled; • accepted for admission or readmission; • enrolled in a prior semester or summer session and who are eligible to continue enrollment in the semester or summer session that immediately follows;

	<ul style="list-style-type: none"> • not officially enrolled for a particular term, but who have a continuing relationship with UMBC; or • suspended or excluded from enrollment for prohibited conduct that occurred while the individual was a student at the University.
Student-Athlete	Refers to a student who reports for and is on the active roster for an NCAA intercollegiate sanctioned team, under the jurisdiction of the Department of Athletics.
Senior University Officials (outside Athletics)	Senior University Official(s) include the President, Provost, Vice Presidents, Vice Provosts, Deans, Associate Deans and/or their designees.
University Administration (within Athletics)	Refers to the Athletic Director, Assistant Athletic Director, and/or Sports Supervisor.

VII. APPROVAL AND PROCEDURES

- A. **Pre-approval:** Not Applicable
- B. **Approval:** Not Applicable
- C. **Procedures:** Procedures for Reporting and Responding to Concerns About Athletic Programs and Activities

VIII. DOCUMENTATION: See Above

IX. RESTRICTIONS AND EXCLUSIONS: None

X. RELATED ADMINISTRATIVE POLICIES AND PROCEDURES:

- The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99)
- UMBC Student Code of Conduct
- Policy on Sexual Misconduct, Sexual Harassment and Gender Discrimination
- Discrimination and Equal Opportunity Policy

Administrator Use Only

Policy Number: V-2.00.01

Policy Section: Student Affairs

Responsible Administrator: President’s Office and Athletics Director

Responsible Office: President’s Office and Department of Athletics

Approved by President: October 1, 2019

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