



UMBC

STUDENT CONCERNS ABOUT ATHLETIC PROGRAMS AND ACTIVITIES *INTERIM POLICY*

**UMBC Policy # V-2.00.01
Effective Date: October 1, 2019**

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 student-athletes can achieve success academically, athletically, and socially. UMBC is committed to providing a supportive and safe environment, that prioritizes student-athlete well-being, for all student-athletes involved in the University’s athletic programs and activities.

II. PURPOSE FOR POLICY

UMBC’s Student Concerns About Athletic Programs and Activities Policy (“Student Athletic Concerns Policy”) ensures the University has a process for receiving and addressing student-athlete 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 Student Athletic Concerns Policy ensures that student-athletes have options, including an option to share concerns confidentially, about the University’s athletic programs and activities with the University’s administration, including Senior University Officials within the administration, who are not directly involved with the management of the University’s athletic programs or activities.

III. APPLICABILITY

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

IV. CONTACTS

Policy Clarification:

Office of the General Counsel	410-455-2870
Department of Athletics	410-455-2126

Policy Administration:

Athletic Director	410-455-2290
Vice President for Institutional Advancement	410-455-1452

V. 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 Student Athletic Concerns Policy embodies the University's commitment to developing and adopting a written policy and process for addressing student-athlete concerns related to the University's athletic programs and activities, that includes:

1. A process through which student-athletes can share concerns 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 student-athletes to submit their concerns confidentially; and
3. An express prohibition against retaliating or discriminating against a student-athlete who shares their concerns under the Student Athletic Concerns Policy and the applicable procedures.

B. NOTIFICATION OF POLICY REQUIREMENTS

The University shall ensure the following:

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

C. APPLICABLE PROCEDURES

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

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 Student 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 Student 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 student-athlete concerns shared, pursuant to the Student Athletic Concerns Policy in accordance with the above reporting requirements and the University's record keeping processes.

VI. POLICY 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: A student-athlete may share a concern to the University, related to a University athletic program or activity, without sharing their identifying information with the University. Confidential reporting consistent with the Student 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 Student 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, student-athletes can use to share concerns confidentially. Concerns shared via the RT system will be sent to the Vice President for Institutional Advancement, 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:

- 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;
- 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 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, and Associate Deans.

University Administration (within Athletics): Refers to the Athletic Director, Assistant Athletic Director, and/or Sports Supervisor.

VII. APPROVAL and PROCEDURES

A. Not Applicable.

B. Not Applicable.

C. Procedures Link: https://www.umbcretrievers.com/information/Microsoft_Word_-_FINAL_10.1_Procedures_for_Athletic_Concerns_.pdf

VIII. DOCUMENTATION

See Above.

IX. RESTRICTIONS and EXCLUSIONS

None.

X. RELATED UNIVERSITY POLICIES and REGULATIONS

- The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99)
- UMBC Student Code of Conduct
- Sexual Misconduct, Interpersonal Violence, and Other Related Misconduct Policy
- Notice of Non-Discrimination Policy

Administrator Use Only

Policy Number: V-2.00.01

Policy Section: Student Affairs

Responsible Administrator: (same as noted in IV above)

Responsible Office: (same as noted in IV above)

Approved by President: October 1, 2019 (Interim)

Originally Issued: _____ (date)

Revision Date(s): _____ (date)