

Policy on Student Concerns About Athletic Programs and Activities

Purpose of Policy

In accordance with the Annotated Code of Maryland, Education Article, Title 11, Subtitle 16, Policy on Student Concerns About Athletic Programs and Activities, Washington Adventist University (the “University” or “WAU”) has developed and adopted a policy where student athletes are able to anonymously share concerns about athletic programs and activities without fear of retaliation.

Entities Affected by the Policy

This policy applies to students, coaches, and staff that participate in the University’s intercollegiate athletics programs or activities.

Responsible Offices

Athletic Department
Office of the President

The Athletic Department reports directly to the Office of the President.

Definitions

- “Student athlete” refers to a student who is considered full-time while being included on an active roster for any competitive National Association of Intercollegiate Athletics (NAIA)-sanctioned sport sponsored by the University.
- “Athletic Program and Activity” refers to a practice, workout, game, match, meet, or other like activity overseen by the University’s Athletic Department.
- “Workdays” refers to Monday through Friday during posted office hours (if applicable) and does not include weekends, holidays, scheduled breaks, or other days WAU is closed.

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

- Unsafe coaching or playing environment in the athletics department and/or athletic activities, including team practices;
- Improper treatment of injuries;
- Bullying and/or hazing activity by coaching staff and/or students;
- Discrimination and/or harassment;
- Violations of other college policies during the course of athletic activities, including, but not limited to the University’s policy on alcohol, tobacco, and other drugs;
- Improperly maintained equipment that poses a safety hazard;
- Unsafe transportation.

Procedures

Student athletes are encouraged to first attempt to resolve issues or express concerns regarding athletic programs and activities informally by communicating directly with the individual with whom the issue originated. Student athletes who express concerns will be given confidentiality and anonymity for each of the following steps unless the student athlete prefers to make their identity known. Any retaliatory or discriminatory response made against any student who raises a concern under this policy is prohibited.

- A. If the response or resolution from the informal process is not satisfactory, student athletes can express their concerns by reporting them to the Director of Athletics either in person or by completing the electronic Athletic Department feedback form, [Tell the AD](#).
- B. If the Athletic Director is not available, or the concern is about the Athletic Director, the student athlete may report their concerns to the Office of Student Life, using the electronic feedback form, [Tell the VPSL](#).
- C. If the student athlete wishes to express concerns outside these reporting lines, the student athlete may contact the Office of the President, using the electronic feedback form [Tell the Prez](#).
- D. Students who express a concern will receive a response via university email within five (5) workdays of submission. If the subsequent response or resolution is not satisfactory, students may file a formal complaint utilizing the Complaint Process for Students on the Student Consumer Information webpage.
- E. Data regarding student athlete reports received will be documented utilizing the University's online survey tool and reported annually by July 1 to the Maryland Higher Education Commission.

Retaliation

WAU strictly prohibits any material adverse action against any individual for reporting, providing information, exercising one's rights or responsibilities under this policy, or otherwise being involved in the process of responding to, investigating, or addressing allegations of discrimination/harassment. Therefore, retaliatory actions such as intimidation, threats or coercion against any such individual for having engaged in the above activities will be addressed seriously. Individuals who engage in such actions are subject to disciplinary action that may include, but is not limited to, the sanctions described below up to and including exclusion from the University, and termination of employment.

Posting and Distribution of Policy

This policy will be posted on the university's website. The University will inform all students who participate in the athletic program or activities of the University 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.

Report to the Maryland Higher Education Commission

As required by the Maryland State Code, beginning on or before August 1, 2020, and every year thereafter, the University will report to the Maryland Commission on Higher Education the number of students who shared concerns under this policy during the immediately preceding fiscal year.