

HOWARD COMMUNITY COLLEGE
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 Howard Community College's athletic programs and activities.

Students may submit concerns to::

- a. Ms. Zakia Reaves-Johnson, Associate Vice President of Student Development and Social Support, zjohnson@howardcc.edu, 443-518-4079, RCF 261 or;
- b. Ms. Christy Lee Koontz, Associate Director of Student Conduct and Compliance & Title IX Deputy Coordinator, ckoontz@howardcc.edu, 443-518-3182, RCF 331

A student who would like to submit their concern must do so in writing. Concerns can be submitted via email, mail, or in person. Written concerns can be submitted anonymously, and the college will do its best to review the concern to the greatest extent possible in light of the request for anonymity.

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. Inadequate or improperly maintained equipment.
- 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.

This procedure is not meant to supersede other established college policies for addressing concerns but rather offers an additional avenue for reporting. Concerns that fall under the purview of another established college policy will be directed to that policy for future review and remediation as appropriate.

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 for staff and adjudicated through the student conduct process for students. 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. QUESTIONS ABOUT THE POLICY

Questions about the policy can be addressed to the Vice President of Student Success or to the Associate Vice President of Student Development and Social Support.