I. **Policy Statement:**

Towson University (the “University”) has established this policy to ensure the University has a process for receiving and addressing student-athlete concerns about the University’s athletic programs and activities pursuant to Annotated Code of Maryland, Education Article, Title 11, Subtitle 16. Policy on Student Concerns About Athletic Programs and Activities.

II. **Reason for Policy:** The University is committed to an athletic environment that seeks to provide fair and equitable treatment in all areas related to a student-athlete’s well-being. This policy promotes student-athlete well-being.

III. **Responsible Executive and Office:**

Responsible Executive: Director of Athletics
Vice President of Student Affairs
Vice President for Inclusion & Institutional Equity

Responsible Office: Department of Athletics
Division of Student Affairs
Office of Inclusion & Institutional Equity

IV. **Entities Affected by the Policy:** This policy applies to students, coaches, and staff that participate in the University’s intercollegiate athletics programs or activities.

V. **Definitions:**

A. “**Student-Athlete**” includes any University student who participates or has participated in the University’s intercollegiate athletics program.

B. “**Athletics Program and Activity**” means any practice, workout, game, match, meet or other like activity overseen by the University’s Department of Athletics.

C. “**Concern**” includes issues related, but not limited, to: harassment or hazing by a coach, a University Athletics staff member, medical staff, or another student. “Concern” does **not** include issues related to playing time or position on an athletic team.
D. “Harassment” means unwelcome conduct (including written or electronic communication) directed at a specific person(s), which is so severe, pervasive, or persistent that it interferes with or limits a person's ability to participate in, or benefit from the services, activities, or opportunities offered by the University.

E. “Hazing” is defined as any action taken or situation created intentionally, whether on or off campus, inflicted on person(s) joining a group or member(s) of a group, that a reasonable person would consider as having the potential to create mental or physical discomfort, embarrassment, harassment, or ridicule, without the individual’s consent. Hazing includes any mental or physical requirement, request, or obligation which emphasizes one individual’s or a group’s power over others and/or a perceived necessity/obligation to participate; that could cause pain, disgrace, or injury; that is personally degrading; and/or that violates federal, state local law or University policy. Specific examples of activities that may be considered hazing can be found in TU Policy 05-09.00 – Hazing Policy.

VI. Procedures:

The Department of Athletics shall establish and implement procedures consistent with this Policy that include: (i) a process through which student-athletes can share concerns about the University’s athletics programs and activities with the University’s administration, including senior officials within the administration who are not directly involved with the management of athletics programs or activities; (ii) an option for student-athletes to submit their concerns confidentially; and (iii) a prohibition on retaliating or discriminating against student-athletes who share their concerns under this Policy.

VII. Notification of Policy Requirement:

This Policy is available for public access on the University policy website at: https://www.towson.edu/about/administration/policies/studentaffairs.html, and the procedures established for implementing this Policy shall be included in the University Student-Athlete Handbook.

Related Policies:

Md. Code Ann., Educ. § 11-1601

TU Code of Student Conduct

USM Policy V-2.00, Policy on Student Athletics

TU Policy 05-09.00, Hazing Policy

TU Policy 06-01.00, Policy Prohibiting Discrimination
TU Policy 06-01.10, Policy on Threats and Violence

TU Policy 06-01.60, Policy on Sexual Misconduct

Approval Date:

Effective Date:

Approved by: President’s Council

_________________________________  ___________________________
Kim Schatzel, Ph.D.     Date
President