

**SALISBURY UNIVERSITY**  
**POLICY ON STUDENT CONCERNS REGARDING**  
**ATHLETIC PROGRAMS AND ACTIVITIES**

**I. POLICY**

Salisbury University is committed to hearing and addressing student concerns about programs and activities overseen by the University's Department of Athletics.

**II. PURPOSE**

The purpose of this policy is to establish a process by which students may share concerns about the University's athletic programs and activities in accordance with MD Code Annotated, Education, § 11-1601.

**III. DEFINITIONS**

- a. A "concern" includes issues related, but not limited to, harassment or hazing by a coach, a University athletics staff member, or another student-athlete. "Concern" does not include issues related to playing time or position on an athletic team, which is at the complete discretion of the coach and the relevant athletics staff.
- b. "Harassment" is 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.
- c. "Hazing" means an act that:
  - i. is an explicit or implicit condition for initiation to, admission into, affiliation with, or continued membership in a group or organization;
  - ii. could be seen by a reasonable person as endangering the physical health of an individual or as causing mental distress to an individual through, for example, humiliating, intimidating or demeaning treatment, such as sleep deprivation, acts of servitude and/or acts of exertion;
  - iii. destroys or removes public or private property;
  - iv. involves the consumption of alcohol or drugs, or the consumption of other substances to excess;
  - v. violates any University policy; or
  - vi. constitutes hazing as defined by Maryland law.

#### **IV. REPORTING**

- a. Students may report concerns about the University's athletic programs and activities to:

Eli Modlin  
Chief of Staff and Director of Government & Community Relations  
Office of the President  
Holloway Hall (HH) 238  
Phone: (410) 548-6011  
Email: [AthleticsConcerns@salisbury.edu](mailto: AthleticsConcerns@salisbury.edu)

- b. Reporting parties may request an in-person appointment through the above email address or telephone number.
- c. If the reporting party wishes the report to remain confidential, the University will endeavor keep the report confidential to the extent possible.
- d. Referrals

Depending on the subject matter of the reported concerns, the University may refer the concerns to other offices/departments within the University or to outside entities in accordance with University policies and procedures. For example, concerns related to discrimination and/or sexual misconduct will be referred to the University's Office of Institutional Equity ("OIE") in accordance with the *Salisbury University Policy Prohibiting Sexual Misconduct and Sex and Other Gender-Based Discrimination and/or the Salisbury University Policy Prohibiting Non-Sex Based Discrimination*.

- e. Retaliation is Prohibited

Individuals who believe that they have suffered retaliation because of their participation in this process should report their concerns about retaliation in the same manner as described above in Section IV(a).

#### **V. REQUIRED REPORT**

On or before July 1 of each year, the University shall report to the Maryland Higher Education Commission ("MHEC") the number of students who have reported concerns about sexual misconduct, sexual harassment, or sexual assault.

**VI. RESPONSIBLE DEPARTMENT**

The Office of the President is responsible for implementing this policy and may be contacted with questions regarding this policy at 410-543-6011.

Related Policy: USM Policy V-2.00 Policy on Student Athletics

Effective Date: September 25, 2019