



NOTRE DAME  
OF MARYLAND  
UNIVERSITY

**Policy on Student Concerns About  
Athletics Programs and Activities**

**Introduction**

In accordance with Sections §11-1601 of the Education Article of the Annotated Code of Maryland, Notre Dame of Maryland University (“NDMU” or “the University”) has adopted a *Policy on Student Concerns About Athletic Programs and Activities*.

**Policy Statement**

NDMU seeks to foster and maintain an atmosphere of mutual respect and concern for all members of the University community, including Student-Athletes. As such, NDMU strives to provide a healthy and safe athletic environment and is committed to addressing student concerns regarding the University’s athletics program.

**Procedures**

The following process is established to allow students to share concerns about NDMU’s athletic programs and activities.

Students may share concerns with any of the following individuals:

**Renee Bostic**  
Director of Athletics  
MBK 224  
(410) 532-3586  
[rbostic@ndm.edu](mailto:rbostic@ndm.edu)

**Brandy Garlic**  
Associate VP of  
Student Life  
MBK 218  
(410) 532-5195  
[bgarlic@ndm.edu](mailto:bgarlic@ndm.edu)

**Terri Shrader**  
Director of Human  
Resources  
Theresa Hall 207  
(410) 532-5155,  
[tshrader@ndm.edu](mailto:tshrader@ndm.edu)

**Greg FitzGerald**  
Title IX/504/ADA  
Gibbons Hall 106A  
(410) 532-5109  
[gfitzgerald@ndm.edu](mailto:gfitzgerald@ndm.edu)

A reporting party may make an anonymous report under this Policy to the University without disclosing one’s name or requesting any action. Based upon the amount of information provided about the incident and the University Community members involved, the University’s response to an anonymous report may be limited. An anonymous report should be delivered in writing via sealed envelope either in-person or via mail, rather than email.

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 University policies during the course of athletic activities, including, but not limited to the Honor Code, Code of Conduct, Substance Abuse Policy, etc.;
- 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 University's policies. Individuals who provide contact information will be informed, to the extent possible, of responsive action.

### Retaliation

This Policy prohibits Retaliation. For the purposes of this Policy, Retaliation is defined as intimidating, threatening, coercive, or discriminatory action, inaction, conduct, or words, taken against an individual, for the purpose of interfering with any right or privilege secured by law or this Policy that is intended to discourage a reasonable person from engaging in a protected activity. Retaliation does not include petty slights and annoyances. Violations of a University issued No Contact Order can constitute Retaliation under this Policy.

Protected activity includes a University Community member's: good faith participation in filing, reporting, investigating, or resolving an alleged violation of this Policy; opposition to policies, practices, or actions that a University Community member has a good faith and reasonable belief are in violation of this Policy; providing assistance to another University Community member in filing or reporting an alleged violation of this Policy; or participation as a witness in an investigation of an alleged violation of this Policy. Protected activity does not include unlawful activities such as acts or threats of violence.

An individual who is threatened in any way should immediately report these concerns in the same manner as outlined above.

### Posting and Distribution of Policy

This Policy will be posted on the University's website. Additionally, the University will inform all students who participate in the athletic program or activities of the college about this Policy via the student athletic onboarding process and by including it in the Athletics Manual.

### Report to the Maryland Higher Education Commission

As required by law, beginning on or before July 1, 2020, and every year thereafter, the University shall report to the Commission on the number of students who shared concerns under the institution's policy during the immediately preceding fiscal year. The Chief of Staff will be responsible for coordinating the submission of the report in collaboration with other University departments.

### **Policy Review**

This policy will be reviewed biennially by the President's Cabinet to determine its effectiveness and make changes if necessary. Any changes to the policy must be submitted to MHEC.

Approved By: President's Cabinet  
Approved Date: August 13, 2019