

Community College of Baltimore County

Policy on Student Concerns about Athletic Programs and Activities

Purpose of Policy

Pursuant to MD Code Education, §11-1601, CCBC adopted this policy to establish a process for receiving and addressing student concerns related to CCBC's intercollegiate athletic program and activities.

Policy

CCBC is committed to protecting the health, safety, welfare, and fair treatment of student-athletes participating in programs and activities sponsored by CCBC Department of Intercollegiate Athletics.

Reporting Process

1. Under this policy, student concerns about CCBC athletic programs and activities must be reported within 45 calendar days of the alleged incident leading to the concern. Student concerns may be shared directly with any Assistant Director of Student Life on CCBC campuses. Concerns may be shared by phone, in-person, or in writing (via e-mail or regular mail).

Assistant Director – Catonsville
Name: Dan Sym
Address: C. BARN 003
Phone: 443-840-4488
dsym@ccbcmd.edu

Assistant Director – Dundalk
Name: Crissy Hoffman
Address: D. COMM 204E
Phone: 443-840-3660
choffman3@ccbcmd.edu

Assistant Director - Essex
Name: Sakina Ligon
Address: E. ROMA 102A
Phone: 443-840-1963
sligon@ccbcmd.edu

2. If, for any reason, a student does not wish to report concerns to any Assistant Director of Student Life, concerns may be reported directly to the CCBC Dean of College Life.

Dean of College Life
Name: Caroline Scott
Address: E. SSRV 105
Phone: 840-840-2143
E-mail: cscott@ccbcmd.edu

- a. **Concerns**

Concerns under this policy include, but are not limited to, matters involving harassment, bullying, or hazing, unethical, illegal, unhealthy, unsafe, inappropriate, or fraudulent activities in violation of CCBC policies or procedures, or applicable federal and state laws.

- b. **Investigation**
Student concerns reported under this policy will be investigated and a written finding of each investigation will be provided to the student and other interested parties, no later than 60 calendar days after the subject concern is reported. As may be necessary to ensure a full, accurate, and complete review of the matter, the time for issuing a written finding may be extended an additional 30 calendar days. Should an extension be required, notice will be provided to the student reporting the concern.
- c. **Confidentiality**
To the greatest extent possible, student concerns shared under this policy will be treated as confidential. Limited disclosure may be necessary during the investigation into concerns and as otherwise required by law.
- d. **Retaliation**
Students sharing concerns through this policy shall not be subject to any adverse action or retaliation for having shared concerns or participated in an investigation of concerns under this policy. Any employee who engages in such actions (threat, intimidation, and retaliation) shall be subject to disciplinary action, up to and including termination of employment. Complaints of retaliation may be submitted in the same manner as outlined above.
- e. **Referrals**
Depending on the subject matter of reported concerns, CCBC may refer the matter to other offices/departments within CCBC or to other outside entities for further action, in accordance with CCBC policies and procedures and federal and state law. For example, concerns relating to sexual misconduct will be referred to the Director, Student Conduct & Title IX, Dr. Scott Eckhardt.

Policy Updates

This policy shall be updated as is necessary and required and published on the CCBC website.

Annual Reporting

A report consisting of the number of students who shared concerns under this policy during the immediate preceding fiscal year shall be filed with the Maryland Higher Education Commission on or before July 1, annually.

Questions about Policy

Questions about this policy should be directed to the CCBC general counsel.