
SUBJECT: Abusive Coaching Practices and Reporting Procedures

1.0 PURPOSE

- 1.1. This policy establishes procedures for addressing and preventing abusive coaching practices within the athletic departments of Snow College. The goal is to ensure a safe and supportive environment for student-athletes while fostering accountability for coaches and coaching staff.

2.0 DEFINITIONS

- 2.1. **Abusive Coaching Practice:** Any conduct by a coach or member of the coaching staff that creates an unsafe or harmful environment for a student athlete. This includes but is not limited to: (1) Harmful or offensive physical contact with a student-athlete; (2) Psychological abuse of a student-athlete; (3) Failure to act in a manner that ensures the health, safety, and well-being of a student-athlete.
- 2.2. **Athletic Department:** The division at Snow College responsible for overseeing intercollegiate athletic programs.
- 2.3. **Prohibition on Encouraging Tolerance of Abuse:** Coaches and coaching staff are strictly prohibited from advising, pressuring, or encouraging student-athletes to tolerate abusive coaching practices. Any coach or staff member who attempts to normalize, justify, or minimize abusive behavior will be subject to disciplinary action, up to and including termination, consistent with HR policies.

3.0 POLICY

- 3.1. Complaint Submission Process: Student-athletes who experience or witness abusive coaching practices may submit complaints through the following process:
- 3.1.1. Submission Methods: Complaints may be submitted via: (1) An online reporting form available on the Snow College Athletic Department website; (2) A written complaint submitted to the Athletic Director's office; (3) A verbal complaint made to a designated Athletic Department staff member or faculty representative.
- 3.1.2. Required Information: Complaints should include the following details, if available: (1) Name(s) of the coach or coaching staff involved; (2) Description of the alleged abusive behavior; (3) Date(s), time(s), and location(s) of the incident(s); (4) Names of any witnesses; (5) Any supporting evidence, such as emails, messages, or photos (if applicable).

- 3.1.3. Anonymous Complaints: Anonymous complaints will be accepted and investigated to the extent possible. Providing contact information is encouraged to allow for follow-up and a thorough investigation.
- 3.1.4. Confidentiality and Protection from Retaliation: The identity of the complainant will be kept confidential to the extent permitted by law. Student-athletes who report abusive coaching practices shall be protected from retaliation, and any acts of retaliation will result in disciplinary action.

4.0 PROCEDURES

- 4.1. The athletic department shall establish procedures to: (1) Acknowledge the receipt of complaints within five business days of submission; (2) Initiate an investigation of the complaint as promptly as practicable, and no later than 30 days of receipt; (3) Ensure that investigations are thorough and expedient; (4) Take immediate action when necessary to halt a program to restore a safe environment for student-athletes; (5) Follow up with the complainant within 10 business days of the investigation's conclusion to communicate findings and any actions taken; (6) Provide additional support to affected student-athletes, such as counseling resources or adjustments to their athletic commitments if needed.
- 4.2. Mandatory Training for Athletic Department Staff
 - 4.2.1. Training Frequency: All coaches, athletic trainers, and staff members must complete annual training on recognizing, preventing, and addressing abusive coaching practices.
 - 4.2.2. Training Content: Training will cover: (1) Identifying different forms of abusive coaching behaviors; (2) Proper methods of discipline and motivation in coaching; (3) Procedures for reporting and responding to complaints; (4) The importance of a safe and supportive environment for student-athletes.
 - 4.2.3. Accountability for Non-Compliance: Staff who fail to complete the required training will be subject to disciplinary actions, which may include suspension or termination.
- 4.3. Board of Trustees Approval: The Board of Trustees of each degree-granting institution shall: (1) Review the adopted policy to ensure compliance with the standards set forth in this policy; (2) Approve the policy if it meets all the requirements outlined in this document. Once approved, the institution must

submit the adopted policy to the Board of Trustees and the Education Interim Committee.

- 4.4. Ongoing Reporting: The institution's athletic department must report the adoption of its policy to the Education Interim Committee before the November 2025 meeting.