



# University of Washington

## Student-Athlete Grievance Policy and Procedures



### General Policy

The Department of Intercollegiate Athletics (ICA) at the University of Washington (UW) is committed to protecting the health, safety, welfare and fair treatment of its student-athletes at all times. All student-athletes must adhere to the standards of conduct described in the Student-Athlete Handbook (see <http://saas.ica.washington.edu/forms/Handbook.pdf>) and the University of Washington Student Conduct Code (see <http://www.washington.edu/students/handbook/conduct.html>). ICA staff members are subject to the standards of conduct established for University of Washington employees. Conduct such as hazing, sexual harassment and discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, marital status or disability is strictly prohibited. The failure to abide by these guidelines will result in disciplinary action by ICA, the university and/or the local authorities.

If a student-athlete feels that he or she has been discriminated against or treated unfairly or inappropriately by a fellow student-athlete, a coach or any other university staff member, the procedures for making a complaint are outlined below.

### Grievance Procedures

When a student-athlete wishes to submit a complaint or grievance regarding another student-athlete, a coach, athletics department staff member, faculty member or any other University employee, the circumstances involved in the grievance vary greatly. Depending on the nature and sensitivity of the particular grievance, the student-athlete may or may not feel comfortable initiating the grievance process within the athletics department. In some cases, the student-athlete may feel more comfortable initiating the process with another campus department or authority. ICA encourages its student-athlete to speak up whenever the student-athlete feels that he or she has been treated unfairly. As a general rule, the student-athlete should initiate the grievance process in accordance with the "steps" described below. However, the student-athlete may initiate the process with any individual, department or authority on campus with whom the student-athlete feels most comfortable (subject to institutional regulations).

When a coach or other ICA staff member receives a complaint/grievance from a student-athlete, it is their responsibility to ensure that the grievance is treated seriously and as confidentially as possible under the circumstances [Note: Some complaints (e.g., sexual harassment) must be reported to supervisors or other authorities as a matter of law or institutional policy]. Retaliation for reporting a grievance or participating in the complaint process is strictly prohibited. Such

retaliation against any person is a serious violation of this policy and may result in disciplinary action.

As a general policy, a student-athlete should follow the guidelines below when initiating a grievance.

### Grievance Process

*Step 1:* Whenever possible, a student-athlete should attempt to resolve the issue directly with the other person(s) involved. [Note: All complaints regarding sexual harassment should be reported directly to the Office of the Ombudsman – see contact information below].

*Step 2:* If the student-athlete cannot reach a satisfactory resolution of the issue through direct interaction, or if the student-athlete is uncomfortable making direct contact with the other person(s) for any reason, the student-athlete should report the grievance to the Head Coach and the Sport Administrator who oversees the student-athlete's sport (see chart below). If the grievance involves the Head Coach, the student-athlete should report the grievance to the Sport Administrator.

Sport	Sport Administrator	Phone No.	E-mail
Baseball, Men's Basketball, Crew, Football	Jeff Compher	206-543-9876	<a href="mailto:jcompher@u.washington.edu">jcompher@u.washington.edu</a>
All Other sports	Marie Tuite	206-543-2279	<a href="mailto:mtuite@u.washington.edu">mtuite@u.washington.edu</a>

If the grievance involves an academic issue (e.g., problems with a faculty member, tutor, academic staff member), the student-athlete may initiate the grievance process with the Head Coach, the Sport Administrator or one of the following individuals:

Name	Title	Phone No.	E-mail
Kim Durand	Associate Athletic Director for Student Development	206-221-3551	<a href="mailto:durand@u.washington.edu">durand@u.washington.edu</a>
Pat Dobel	Faculty Athletics Rep.	206-616-1680	<a href="mailto:pdobel@u.washington.edu">pdobel@u.washington.edu</a>
John Morris	Sr. Assoc. Athletic Director for Compliance/Student Dev	206-543-4621	<a href="mailto:jgmorris@u.washington.edu">jgmorris@u.washington.edu</a>

*Step 3:* If the issue cannot be resolved by the individuals involved in Step 2, or if the student-athlete is uncomfortable with initiating the grievance process with the individuals mentioned in Step 2, the student-athlete may report the grievance to the Director of Athletics.

*Step 4:* If resolution cannot be reached by these internal mechanisms, or if these internal mechanisms are not appropriate, the student-athlete (or anyone involved in the particular grievance matter) should seek the assistance of the UW Office of the Ombudsman. The Ombudsman is an independent, neutral third party that does not

advocate for the University or for either party to a dispute. The Ombudsman is available, at the request of any party involved in a grievance matter, to act as an impartial mediator and may be called upon to intervene at any stage of the grievance process. The Ombudsman seeks to provide an informal process for achieving a fair and reasonable settlement of complaints and disagreements. If resolution does not occur at this level, the Ombudsman will refer the matter to appropriate entities.

More information about the Office of the Ombudsman can be found at the following web address: <http://www.washington.edu/about/ombudsman/index.html>

The Office of the Ombudsman is open weekdays from 9:00 am – 4:00 pm. Appointments are available. The Ombudsman can be reached at:

301 HUB  
Box 352238  
Seattle, Washington, 98195  
email: [ombuds@u.washington.edu](mailto:ombuds@u.washington.edu)  
Phone: (206) 543-6028  
Fax: (206) 685-6816  
TTY: (206) 616-6163

**Note:** Separate policies and procedures have been established to address situations in which a student-athlete wishes to appeal a decision by the athletics department to:

- (1) Deny a student-athlete permission to speak to another institution about transferring;
- (2) Deny a student-athlete permission to use the one-time transfer exception; or
- (3) Cancel, reduce or not renew a student-athlete's athletically-related financial aid.

Student-athletes or others with questions about those policies and procedures should consult with the compliance office or refer to the Student-Athlete Financial Aid Appeal Policy and/or the Student-Athlete Transfer Appeal Policy, both of which are published in the Student-Athlete Handbook (<http://saas.ica.washington.edu/forms/Handbook.pdf>) and in the compliance section of the gohuskies.com website (<http://gohuskies.cstv.com/ot/compliance-home.html>).