



8.1.110

Abusive Coaching Practices Policy

Date of last board of trustees review: November 19, 2025

The originator of this policy is the Athletics Department. Questions regarding this policy may be directed to the originator by calling 801-957-4083.

1. Policy

Salt Lake Community College (SLCC) is committed to fostering an athletic environment that prioritizes the health, safety, and well-being of student athletes. This policy prohibits abusive coaching practices, establishes procedures for reporting and responding to complaints, and ensures accountability within the Athletics Department.

2. References

- A. Abusive Coaching Policies, Utah Code Ann. §53H-6-203.

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Abusive Coaching Practices Procedure

Date of last cabinet review: October 23, 2025

The originator of this procedure is the Athletics Department. Questions regarding this procedure may be directed to the originator by calling 801-957-4083.

3. Definitions

- A. Abusive Coaching Practices: conduct by an SLCC employee, coach, volunteer, or member of coaching staff that creates a harmful environment for a student athlete. Abusive coaching practices include:
 - 1. Harmful or offensive physical contact;
 - 2. Conduct that a reasonable person would find psychologically abusive;
 - 3. Inappropriate sexual language, or language that otherwise constitutes harassment as defined by SLCC's [Anti-Discrimination and Harassment Policy](#);
 - 4. Sexual misconduct or sexual harassment as defined by SLCC's [Title IX Sexual Harassment Policy](#); or
 - 5. Using one's position of authority or trust to pressure, manipulate, or coerce a student athlete into engaging in behavior that is inappropriate, unethical, or in violation of SLCC policy.
- B. Athletics Program: an intercollegiate program for training, competition, or athletic development sponsored by SLCC.
- C. Coach or Coaching Staff: any individual employed by, contracted with, or volunteering for SLCC to provide instruction, training, leadership, supervision, or mentorship to student athletes in connection with the Athletics Department. This includes head coaches, assistant coaches, strength and conditioning personnel, and any other staff directly involved in student athlete development.
- D. Retaliation: Any form of sanction or adverse action or treatment of a person that is intended to restrain or has the effect of restraining that person from any college program or activity, because that person made a complaint, or participated in any way in an abusive coaching investigation.
- E. Student Athlete: any student who is enrolled at SLCC and officially part of an Athletics Program. This includes students who are involved in official athletics program training as

well as those receiving athletic scholarships.

4. Procedures

A. Scope

1. Coaches, coaching staff, and Athletics Department employees are strictly prohibited from engaging in abusive coaching practices.
2. Employees shall not encourage or advise a student athlete to tolerate abusive coaching practices.
3. Employees may not discourage, interfere with, or retaliate against anyone who reports an abusive coaching practice.
4. The college prohibits all employees, students, volunteers, and contractors from engaging in harassment, abusive coaching practices, or retaliation.
5. All personnel must foster an environment where concerns can be raised without fear of retaliation.

B. Filing a Complaint

1. Any employee, coach, or coaching staff member who learns of an abusive coaching practice must report it immediately. Failure to do so may result in disciplinary action.
2. Any student may report an abusive coaching practice through any of the following methods:
 - a. completing the [Student Online Reporting form](#); or
 - b. to report directly to the [Dean of Students](#) office, contact: 801-957-4776.
3. Any employee, witness, or other person may report an abusive coaching practice through any of the following methods:
 - a. completing the [Employee Online Reporting Form](#);
 - b. to report directly to the [Employee Relations](#) office, contact: 801-957-4210; or
 - c. to report directly to the [Athletics Department](#), contact: 801-957-3040.
4. The complaint should describe the occurrence, state the name of the complainant, state the name and title of the respondent, and include all available relevant evidence.

C. Confidential Employees

1. An employee is a confidential employee if they are a licensed medical, clinical, or mental health professional, or their staff, when acting in their professional capacity. This is typically the staff of the health and counseling center.
2. Any person who thinks they may have experienced or witnessed abusive coaching

practices, or related retaliation, may seek confidential counsel and support from a confidential employee.

3. The college prohibits confidential employees from disclosing protected information communicated to the employee unless:
 - a. the individual gives written consent to the employee;
 - b. the confidential employee is reasonably concerned that the individual will cause serious harm to themselves or others; or
 - c. the information involves suspected abuse, neglect, or exploitation of a person under 18 years old or a vulnerable adult.

D. Complaint and Initial Review

1. Upon receipt of a complaint, the Dean of Students, with the Athletic director and director of Employee Relations, will acknowledge receipt to the complainant within five business days.
2. Upon receiving the complaint, the Athletics director and director of Employee Relations, in consultation with the Dean of Students and Office of General Counsel, will review the complaint to determine whether an investigation is required.
3. If the preliminary review finds that there is a reasonable basis, viewed in the light most favorable to the complaining party, to conclude that abusive coaching practices may have occurred, the director of Employee Relations will assign an investigator to investigate the complaint.
4. If the allegations may constitute violations of other SLCC policies, the complaint will be referred to the appropriate office.
5. If there are immediate safety concerns, interim action may be taken, including administrative leave, interim suspension, separating parties, or other necessary steps to ensure safety and prevent further harm to student athletes.

E. Investigation

1. An investigation will be initiated within no later than 30 calendar days of receipt of the complaint.
2. The investigation will be conducted as thoroughly and expeditiously as possible and will be completed within 60 calendar days. An extension may be requested and approved by the associate vice president for People and Workplace Culture.
3. The investigator must:
 - a. Maintain confidentiality to the extent possible;
 - b. Provide a notice of investigation to the complainant, respondent, appropriate vice president, and other appropriate administrators, which includes the names of the parties involved, a copy of this policy, and the specific allegations in the

complaint;

- c. Conduct interviews and gather relevant evidence;
 - d. Provide supportive measures to involved parties;
 - e. Prepare a written investigation report detailing the factual findings and a determination of whether abusive coaching practices occurred, applying the preponderance of the evidence standard.
4. During the investigative process, the director of Employee Relations and the Dean of Students must provide all parties with a list of supportive measures available to them, including but not limited to benefits and services available through the Employee Assistance Program and the Center for Health and Counseling.

F. Investigation Report

1. The investigator must deliver the investigation report to the parties, the associate vice president of People and Workplace Culture, the Athletics director, the Dean of Students, and the appropriate vice president.
2. If the investigator determines that abusive coaching practices occurred, the respondent's supervisor will take corrective action in accordance with SLCC's [Corrective Action policy](#).

G. Appeal

1. Either party may appeal the investigation outcome within five business days of the decision by submitting a written appeal to the associate vice president of People and Workplace Culture.
2. A party may appeal on the following grounds:
 - a. The investigation denial is not aligned with the standards in this policy;
 - b. The investigation determination is not aligned with the standards in this policy;
 - c. The investigation determination is not supported by the evidence gathered in the investigation;
 - d. A procedural problem that affected the outcome of the investigation;
 - e. New evidence not reasonably available at the time of the determination; or
 - f. The investigator had a conflict of interest or bias that affected the outcome.
3. Upon receiving an appeal, the associate vice president of People and Workplace Culture must forward the entire appeal to the other party within two business days.
4. The other party may submit a written statement or response to the appeal within five business days of the sending of the notice to the other party.
5. After review of the appeal and response, the associate vice president of People and

Workplace Culture, in consultation with the Office of General Counsel, will issue a final and binding written determination within 10 business days.

H. Training

1. SLCC will provide training to all athletic department staff, including coaches, volunteers, and administrators, on recognizing, preventing, and reporting abusive coaching practices.