

Student-Athlete Welfare Resources

Student-Athlete Welfare Grievance and/or Appeal Procedures

These policies, procedures and resources are available for student-athletes who believe they are in need of support or who feel a need to share a concern, file a grievance, or appeal a decision.

Resources

There are a variety of on-campus resources at CU which we encourage you to use in the event of a grievance or appeal.

- Boulder Campus Ombuds Office - provides informal and confidential dispute resolution services for students. This office does not keep records, determine who is right or wrong, or administer sanctions. It simply attempts to help students resolve their concerns fairly. (492-5077)
- Office of Student Conduct - investigates allegations of violations of the Student Code of Conduct and, when appropriate, administers sanctions to students found to be in violation. Students who are sanctioned can appeal within the Office of Student Conduct process. (492-5550)
- Athletic department administrators and coaches - will provide guidance regarding any issue as needed.
- Student-Athlete Advisory Committee (SAAC) - this is a leadership committee of student-athletes who are dedicated to providing a voice for the interests and concerns of fellow student-athletes at CU. This group will provide assistance as needed with any issue. Team representatives should be contacted directly.

Grievances/Appeals

- Sexual Harassment - follow the guidelines in the CU-Boulder Campus Sexual Harassment policy. This policy provides many resources which you can utilize. (735-3979)
- Legal Issues/Violation of Campus Code of Conduct - grievances or appeals that deal with campus legal matters should be taken up with the Office of Office of Student Conduct. (492-5550)
- Grievances against Athletic Department Coaches/Staff - in the event of perceived, unexplained or unfair treatment by a coach or staff member, student-athletes should follow these guidelines:

1. Attempt to resolve the concern or issue by communicating directly with the coach or staff member.
2. Utilize the campus and department resources (listed previously and below) to help provide guidance and assistance.
3. If a resolution cannot be reached using these means, contact the direct supervisor of the coach or staff member.
 - A. Ceal Barry, Senior Associate Athletics Director for Internal Operations/SWA, oversees Men's and Women's Basketball, Men's and Women's Cross Country, Women's Golf, Soccer, Men's and Women's Track and Field, and Volleyball.
 - B. Lance Carl, Associate Athletic Director for Business Development, oversees Football
 - C. Kris Livingston, Associate Athletic Director for Student Services, oversees Lacrosse
 - D. Matt Biggers, Associate Athletic Director for External Affairs & Chief Marketing Officer, oversees Men's Golf, and Men's and Women's Skiing.
 - E. Grievances regarding any other staff member should be made to the direct supervisor of that individual.
 - F. Rick George, the Athletic Director, will hear any grievances or requests for appeals if a resolution is not reached by going through the previous steps.
- 4 The Student-Athlete Advisory Committee will provide information, guidance and support as it deems appropriate.

Counseling & Sport Psychology Services

Individual and group consultation /counseling is available to address challenges faced by student-athletes. Topics can include dealing with injury, relationship issues, time management, dealing with redshirting, stress, homesickness, drug and alcohol issues, anxiety and depression, financial issues, family matters, etc.

Applied sport psychology services are available through Dr. Christopher (Chris) Bader. These can include, but are not limited to, performance under pressure, maximizing performance, dealing with injury, goal setting, and imagery/visualization.

Services are also available for student-athletes transitioning in to CU. Services include taking the Myers-Briggs Type Indicator, Strengths Quest assessment, and individual discussion of transition issues.

There are also alternative on and off-campus resources available if student-athletes are interested. Counseling services are available through the Counseling & Psychological Services offices (C4C – 492-6766 & Wardenburg – 492-5654). Additionally, the Office of Victim Assistance is an advocacy and support office serving students who are impacted by disruptive or

disturbing life events, such as violent crime, sexual harassment, death and debilitating accidents.
(492-8855)

- **Contact information:** Services provided by Christopher Bader, Ph.D., LP, CC-AASP, Counseling & Sport Psychologist, Office located in Dal Ward, Office 139.
- **Phone:** 303-819-5294 (Chris)
- **Appointments:** Office hours 8 a.m. to 5 p.m. Appointments are available outside of those hours as the need arises.
- **Confidentiality:** As required by Colorado law, all communication between Dr. Bader and a student-athlete is confidential. The student-athlete can voluntarily sign a release of information to allow information to be shared.