Indiana University Department of Intercollegiate Athletics
Student-Athlete Concern Communications Protocol

If a student-athlete believes that a policy of the Indiana University Department of Intercollegiate Athletics (such as the Student-Athlete Bill of Rights or the Statement of Principles on the Conduct of Participants in Student Athletic Programs) has been violated or has some other concern relating to his or her participation in intercollegiate athletics at Indiana University, the student-athlete is encouraged to communicate the issue to the Department using the protocol set forth below.

In addition to this Department protocol, Indiana University has institutional processes in place for handling certain types of issues, including allegations of sexual misconduct. Accordingly, certain matters brought to the attention of the Department may be more appropriately resolved by other Indiana University staff and should be referred to the appropriate offices or procedures for resolution when appropriate. For example, any allegation of sexual misconduct must be reported to the University’s Title IX Coordinator and addressed under the University’s Sexual Misconduct Policy (https://policies.iu.edu/policies/ua-03-sexual-misconduct/index.html). The protocol listed below is designed to address concerns that can be resolved within the framework of the athletics program and are not covered by another Indiana University process. This protocol supplements any other means of redress available to the students through Indiana University policies and does not limit the application of any other reporting requirements or dispute resolution options available to student-athletes.

No Retaliation
A student-athlete should feel free to communicate concerns pursuant to this protocol without facing retaliation. Any student-athletes, coaches, or Department staff members engaging in retaliatory conduct against a student-athlete expressing such a concern will be subject to disciplinary action.

Protocol for Communicating Concerns
Student-athletes are encouraged to communicate concerns using the following protocol:

General Concerns
1. The student-athlete should first attempt to resolve the matter by raising his or her concern directly with the person involved.

2. If the student-athlete does not feel comfortable addressing the concern with the person involved, or if after addressing the person involved the issue is not resolved to the student-athlete’s satisfaction, the student-athlete should bring the issue to the student-athlete’s head coach.

3. If the person involved is the student-athlete’s head coach or if the student-athlete otherwise reasonably does not feel comfortable addressing the concern with the head coach, or if after engaging the head coach the student-athlete believes the issue was not resolved, the student-athlete should bring the issue to the Sport Administrator for the student-athlete’s sport. The Sport Administrator will evaluate the concern and, as appropriate, work to bring resolution to the student-athlete’s concern including, where appropriate consulting with the Athletic Director and/or other appropriate administrators.

4. If after engaging the Sport Administrator the student-athlete believes the issue was not satisfactorily resolved, the student-athlete may bring the issue to the Athletic Director.
Specific Concerns related to Medical Care

1. If a student-athlete has concern regarding any medical care provided by Indiana University’s sports medicine staff or has concern that a coach or staff member is interfering with or otherwise mishandling the student-athlete’s medical treatment, the student-athlete should raise his or her concerns directly with the Department’s Chief Medical Officer (“CMO”).

2. If the student-athlete does not feel comfortable addressing the concern with the CMO, or if after addressing the CMO the issue is not resolved to the student-athlete’s satisfaction, the student-athlete should bring the issue to the Sport Administrator for the student-athlete’s sport. The Sport Administrator will evaluate the concern and, as appropriate, work to bring resolution to the student-athlete’s concern including, where appropriate, consulting with the Athletic Director and/or other appropriate administrators.

3. If after engaging the Sport Administrator the student-athlete believes the issue was not satisfactorily resolved, the student-athlete may bring the issue to the Athletic Director.

Discretionary Coaching Decisions
Discretionary coaching decisions, including, but not limited to, student-athlete playing time, competitive strategy, or selection of opponents or competition sites are determinations that are made solely by the head coach and will not be addressed under this protocol.

Communication with Parents and Guardians Regarding Concerns
Department staff will not meet with a student-athlete’s parent or guardian to discuss concerns without the student-athlete’s consent and presence.

Faculty Athletics Representative
As noted above, a student-athlete may raise any concern at any time with any appropriate university personnel outside of the Department. This especially includes the Faculty Athletics Representative whose role includes being interested in, and knowledgeable about, student-athlete academic, wellness, and other issues.

Contact Information
To facilitate the communication contemplated by the protocol, attached is a list of each sport administrator with their respective sports as well as the Chief Medical Officer, Faculty Athletics Representative, Athletic Director, and University Title IX Coordinator.

Approved by the Bloomington Faculty Athletics Committee on December 13, 2017.
Student-Athlete Concern Communication Protocol
Contact Information

Kristin Borrelli  kborrell@indiana.edu
  ▪ Field Hockey

Scott Dolson  sdolson@indiana.edu
  ▪ Men’s Basketball

Kristine Fowler  kfowler2@indiana.edu
  ▪ Men’s Golf
  ▪ Women’s Golf
  ▪ Rowing
  ▪ Wrestling

Jeremy Gray  jfgray@indiana.edu
  ▪ Men’s Swimming & Diving
  ▪ Women’s Swimming & Diving
  ▪ Water Polo
  ▪ Men’s Tennis
  ▪ Women’s Tennis

Stephen Harper  smharper@iu.edu
  ▪ Men’s Soccer
  ▪ Women’s Soccer

Scott Joraanstad  sjoraans@indiana.edu
  ▪ Baseball
  ▪ Softball

Anthony Thompson  aqthomps@indiana.edu
  ▪ Football
  ▪ Men’s Track & Field / Cross Country
  ▪ Women’s Track & Field / Cross Country

Mattie White  whitemr@indiana.edu
  ▪ Volleyball
  ▪ Women’s Basketball

Andy Hippsknd  ashipski@indiana.edu
Chief Medical Officer

Kurt Zorn  zorn@indiana.edu
Faculty Athletics Representative

Fred Glass  gfg@indiana.edu
Athletic Director

Emily Springston  emapatte@iu.edu
University Title IX Coordinator