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Defiance College is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities that are free from discrimination and harassment based on a protected characteristic, and retaliation for engaging in a protected activity. The College values and upholds the equal dignity of all members of its community and strives to balance the rights of the parties involved in a complaint process during what is often a difficult time for all involved.

On February 1, 2023, the College was notified that a coach made a racially insensitive comment in the presence of other Defiance College employees. The comment was not made in front of students, and the College followed its policies and procedures to take appropriate action. The team has not, at any point in the season, forfeited a competition, and has canceled just one meet at the request of the student athletes, as they did not feel physically prepared to make weight or compete.

In an effort to support our student athletes, members of the administration have offered to meet individually with every member of the team. Administrators have also conducted full team meetings, both with and without coaches present. As is our policy, any student athlete considering transferring has met individually with the College's Compliance Coordinator to review the transfer process and offer support as the student navigates this important life decision.

As an educational institution, our goal is to educate and help people learn and grow from their mistakes. Thus, per our policy, the conduct is being addressed through education and informal means to work with the team individually and collectively to rebuild relationships that have been hurt as a result of the comment made by the coach. Further, we expect all members of our community to report instances of possible discrimination or harassment. The Defiance College Counseling Center is available for students who wish to talk in a confidential setting about this or any event.

Chartered in 1850, Defiance College is an independent, liberal arts-based institution in Northwest Ohio, offering more than 40 undergraduate programs of study as well as graduate programs in education and business. Defiance College has received national recognition for its educational experience of service and engagement. DC has created a unique career readiness program called Jacket Journey to help students learn career skills in and out of the classroom. The four pillars of its mission guide the College: To Know, To Understand, To Lead, and To Serve.