Gender Equity Plan
California State University San Marcos Athletics

Implementation: Fall 2012
Revised: 10/16/14

CSUSM ATHLETICS MISSION STATEMENT

CSUSM Athletics strives to build and maintain a successful, balanced athletics program that is consistent with the goals of the University. The Department of Athletics is committed to advancing academic and athletic excellence while enhancing student lives and promoting Cal State San Marcos. CSUSM Athletics is committed to providing equitable opportunities for every student-athlete while upholding the principles of sportsmanship, ethical conduct, and integrity.

TITLE IX NOTICE OF NON-DISCRIMINATION

The California State University does not discriminate on the basis of sex, gender, or sexual orientation in its education programs or activities. Title IX of the Education Amendments of 1972 and certain other federal and state laws prohibit discrimination on the basis of sex in all education programs and activities operated by the University (both on and off campus). Title IX protects all people regardless of their gender or gender identity from sex discrimination, which includes sexual harassment and violence. Here is the link for more information: http://www.csusm.edu/title9.

DEFINITION OF GENDER EQUITY

An athletics program can be considered gender equitable when the participants in both the men and women’s sports programs would accept as fair and equitable the overall program of the other gender. No individual should be discriminated against on the basis of gender, institutionally or nationally, in Intercollegiate Athletics. NCAA President’s Commission Subcommittee on Gender Equity Principle (September 1992)
Title IX/Sex Discrimination

Executive Order 1095

The CSU, through its chancellor and presidents, is committed to creating an atmosphere in which all Students have the right to participate fully in CSU programs and activities free from unlawful Discrimination, Harassment and Retaliation.

This policy is established in compliance with the California Equity in Higher Education Act (Education Code §66250 et seq.), Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, and the Age Discrimination Act of 1975, among other applicable state and federal laws.

It is CSU policy that no Student shall, on the basis of any Protected Status, be unlawfully excluded from participation in, or be denied the benefits of, any CSU program or activity. Nor shall a Student be otherwise subjected to unlawful Discrimination, Harassment, or Retaliation for exercising any rights under this executive order.

Except in the case of a privilege recognized under California law (examples of which include Evidence Code §§1014 (psychotherapist-patient); 1035.8 (sexual assault counselor-victim); and 1037.5 (domestic violence counselor-victim)), any member of the University community who knows of, or has reason to know of, allegations or acts that violate this policy, shall promptly inform the CSUSM Title IX Coordinator Bridget Blanshan (bblansha@csusm.edu or (760) 750-4056).

Employees and Students who violate this policy may be subject to discipline. If employee discipline is appropriate, it shall be administered in a manner consistent with applicable collective bargaining agreements, CSU policies, and legal requirements. Student discipline shall be administered in accordance with §41301 of Title 5, California Code of Regulations and Executive Order 1098, or any superseding executive order, if applicable.

As per Executive Order 1072, Title IX protects all people regardless of their gender or gender identity from sexual harassment and violence, which are forms of sex discrimination.

Sexual Harassment is unwelcome conduct of a sexual nature that includes, but is not limited to: sexual violence; sexual advances; requests for sexual favors; indecent exposure; and other verbal, nonverbal or physical unwelcome conduct of a sexual nature, where such conduct is sufficiently severe, persistent or pervasive that its effect, whether or not intended, could be considered by a reasonable person in the shoes of the individual, and is in fact considered by the individual, as limiting the individual’s ability to participate in or benefit from the services, activities or opportunities offered by the university. Sexual harassment also includes gender-based harassment, which may include acts of verbal, non-verbal or physical aggression, intimidation or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

Sexual Violence means physical sexual acts (such as unwelcome sexual touching, sexual assault, sexual battery and rape) perpetrated against an individual without consent or against an individual who is incapable of giving consent due to that individual’s use of drugs or alcohol, or disability.

Sexual violence prevention and education information will be provided in the CSUSM Department of Athletics, the Athletic Training Room and the Student-Athlete Academic Support Center starting in the fall of 2012. This information will include the availability of, and contact information for, campus and community resources for victims of sexual violence, including the campus Title IX Coordinator(s) and the Athletic Department Title IX Deputy.

This notice includes:

1) Common facts and myths about the causes of sexual violence;

2) Information about dating violence, rape, sexual assault, domestic violence, and stalking crimes, including details about how to file internal administrative complaints with the campus and how to file criminal charges with local law enforcement officials;

3) Information regarding campus, criminal and civil consequences of committing acts of sexual violence; and

4) A statement explaining that the university’s primary concern is the safety of members of the campus community; that the use of alcohol or drugs never makes the victim at fault for the sexual violence; that victims should not be deterred from reporting incidents of sexual violence out of a concern that they might be disciplined for related violations of drug, alcohol, or other university policies; and that except in extreme circumstances, victims of sexual violence shall not be subject to discipline for related violations of the Student Conduct Code.
Federal and state laws require that the CSU adopt and publish complaint procedures that provide for prompt and equitable resolution of Sex Discrimination complaints, including Sexual Harassment and Sexual Violence.

Reporting a Complaint: CSU Executive Order 1096 sets forth the university’s system wide policy and complaint procedure for Discrimination, Harassment and Retaliation complaints made by third parties and employees not eligible to file a complaint or grievance under a collective bargaining agreement or whose collective bargaining agreement incorporates the CSU system wide complaint procedure.

CSU Executive Order 1097 is the system wide policy and complaint procedure for all complaints of Discrimination, Harassment or Retaliation made by students against the CSU, a CSU employee, other CSU students or a third party.

The campus Title IX Coordinator is available to provide written and verbal information regarding the applicable University complaint procedure for investigating and addressing a reported incident.

Title IX Specific to Athletics

Athletic Scholarships

California State University San Marcos (CSUSM) is committed to providing athletic scholarships equitably to male and female student-athletes. The university’s commitment is to maintain the proportionality of athletics scholarship dollars awarded with participation opportunities for male and female student-athletes in any given year. Currently, CSUSM’s undergraduate enrollment is 40% percent male and 60% percent female. To achieve and maintain equity, CSUSM Athletics implemented a 5-Year Scholarship Plan. CSUSM Athletics has met the athletic scholarship targets for the last five years. CSUSM Athletics was able to maintain proportionality despite adding seven new sports in the last seven years and an additional $500,000 in scholarship dollars. The commitment for CSUSM Athletics is to continue to provide athletic scholarships equitable to male and female student-athletes. While we anticipate adding to our scholarship resources in the future through an increase in student enrollment (CSUSM Athletics is primarily funded through student fees), we will continue to maintain the proportionality of athletics scholarship dollars awarded with participation opportunities for male and female student-athletes. The Associate Director of Athletics and the Title IX Deputy/Director of Athletics provides oversight and an annual review of athletic scholarships.
Interest, Abilities and Participation

CSUSM Athletics added Men’s and Women’s Soccer, Baseball and Softball during the 2006-2007 academic year. Normal participation levels have been reached in these four sports and proportionality has been attained. CSUSM added Men’s and Women’s Basketball, and Women’s Volleyball during the 2011-2012 academic year. Normal participation levels have been reached in these four sports and proportionality has been attained. CSUSM Athletics now sponsors 7 female sports and 6 male sports. The Associate Director of Athletics and the Title IX Deputy/Director of Athletics provides oversight and annual review of proportionality concerns as it relates to Interest, Abilities and Participation.

Equipment and Supplies

The commitment of CSUSM Athletics is to provide each student-athlete with essential equipment and supplies, including uniforms, practice clothing, and sport-specific equipment. Each head coach receives their operating expense budget prior to the start of each fiscal year (July 1). Each head coach is asked to complete a budget worksheet to determine how their operating expense budget will be spent and to review the adequacy of his/her team’s budget in securing essential equipment and supplies. The operating budgets given to each Head Coach has already been calculated based on our proportionality targets. Currently, the level of overall funding for operating budgets matches our proportionality numbers. However, our teams are currently operating on minimal resources for all operating expenses. The goal over the next 5 years is to increase operating expenses for all 13 teams. Additional funds will come from the overall annual increase to the CSUSM Athletics budget. This increase in available funds for athletics will be a result of an increase in student enrollment and less dollars spent on post season travel because of acceptance into the NCAA as a Division II member (anticipated in 2015-2016).

Scheduling

CSUSM Athletics provides men’s and women’s teams with equitable times and locations for both practice and competition. Currently, each Head Coach submits a declaration of playing season and competition schedule that meets NAIA/NCAA rules and regulations and scheduling guidelines. All scheduling of competition is reviewed by the Associate Athletic Director for Compliance and approved annually by the Director of Athletics. Particular attention is given to the impact of scheduling on the student-athletes’ academic responsibilities and missed class time.
Practice schedules for all teams are reviewed annually by the Associate AD for Compliance. Time of day, length and location of practice are assigned without gender bias. CSUSM Department of Athletics goal is to maintain equity for all athletic scheduling needs. The Associate Athletic Director and Title IX Deputy/Director of Athletics provide oversight and annual review of scheduling concerns.

**Travel and Per Diem**

The CSUSM Athletic Department provides an annual operating budget for each team that includes travel, per diem and housing for away contests. The Director of Athletics annually approves all away contests and their corresponding transportation, housing and meal budgetary requirements. Currently, the level of overall operating funding in travel, per diem and housing for the men's and women's teams is equitable. The CSUSM Athletic Department plans to separate out operating expenses for Equipment and Supplies, Travel, and Recruiting. This will ensure that each area is equitable across the board.

Budgetary guidelines include: a per diem of $30 per person and reasonable mode of transportation (van, bus or air) depending upon distance traveled. The university has implemented a travel policy that includes the use of bus and/or air transportation to destinations beyond a 500 mile radius of campus. This new travel policy also includes a no driving rule between the hours of Midnight – 6 AM for team traveling by van.

The commitment of CSUSM Athletics is to increase the operating budgets of all 13 sports during the next 5 years. Additional funds will come from the overall annual increase to the CSUSM Athletics budget. This increase in budget dollars for athletics will be a result of an increase in student enrollment and less dollars spent on post season travel because of acceptance into the NCAA as a Division II member (anticipated in 2015-2016).

**Academic Support**

CSUSM Athletics provides academic support for all student-athletes through an academic support program that includes mentoring for all first year student-athletes and student-athletes below a 2.0 GPA regardless of sport or gender. The Athletics Academic Advisor oversees the mentoring program for student-athletes. This program includes the hiring of qualified mentors, their assignments, pay rates and evaluations. The CSUSM Department of Athletics goal is to maintain the quality of its mentoring and academic support services for student-athletes. The Athletics Academic Advisor provides oversight and annual review of the mentoring program and academic support related concerns.
Student-Athletes also have opportunities for personal counseling and sports psychology appointments as part of our department’s commitment to student-athlete welfare. Students are able to meet with professional staff privately for personal discussion and referrals are provided if warranted or requested.

Freshmen student-athletes are a part of the GEL 101 athletic learning community. GEL 101 is a 3 unit course satisfying CSU GE Area E addressing topics such as time management, organizational skills, educational planning, exploring campus support services and money management.

Coaches

The Director of Athletics supervises all head coaches and assistant coaches. Currently, two of our nine head coaches oversee both a men’s and women’s team (golf and cross country/track and field). All nine of our head coaches are fulltime faculty on a 12 month contract. The university’s commitment is to ensure that gender is not an issue in the equitable compensation, duration of contract, conditions related to contract renewal, experience, and other conditions of employment for coaches of men’s and women’s teams.

All CSUSM coaches’ offices are located in the Clarke Field House. The Clarke Field House was built in 2003 and is home to CSUSM Athletics. All of our Head Coaches and Assistant Coaches share an office.

Volunteer coaches assist our Head Coaches throughout the year with various day-to-day responsibilities and other duties as assigned. The number of volunteer coaches for each sport is also determined by our enrollment numbers which is currently 60/40.

The Director of Athletics provides oversight and annual review of all issues regarding Head Coaches and Assistant Coaches.

Locker Rooms, Practice and Competition Facilities

The Clarke Field House has a men’s and women’s locker room, these locker rooms are of equal size and the availability is the same for both locker rooms. These locker rooms are open to the general student population as well as student-athletes. The university is currently preparing to break ground on a 20,000+ square foot Sports Center that will serve as home to men’s and women’s basketball and women’s volleyball. This facility will also include men’s and women’s student-athlete locker rooms. The university’s commitment is to provide and maintain equitable quality and availability to locker rooms and all space in the new Sports Center.
Our men’s and women’s soccer teams, baseball, softball, track and field, and cross country all have access to an on campus practice and competition facility. Our men’s and women’s basketball teams currently practice and play off campus. Both teams practice at the city gymnasium. Both teams play at Mira Costa College. Our Women’s Volleyball team practices at Cal State San Marcos in the current gymnasium (not big enough for a full court basketball game). The Women’s Volleyball team plays its matches at Pacific Ridge School. The university’s commitment is to provide and maintain equitable facilities of quality and availability for practice and competition facilities.

**Medical and Athletic Training Facilities/Services**

All student-athletes regardless of gender or sport have access to athletic trainers and team doctors. During the academic year, the DJO Sport Medicine room located in the Clarke Field House is staffed with 2.5 full time certified athletic trainers and 7-10 student interns. Athletic trainers are assigned to each team in order to provide consistent oversight of the medical and athletic training needs of the CSUSM student-athletes. Team doctors are available via a referral process from our athletic trainers. Athletic trainers are in attendance at all home athletic competitions.

The CSUSM Head Athletic Trainer implemented a “first responder” requirement for all head coaches, assistant coaches and student athletic trainers. A “first responder” is an individual certified in basic first aid and CPR. A “first responder” is qualified to render emergency care in the absence of a certified athletic trainer or medical doctor. All CSUSM Head Coaches are required to complete CPR/First Aid certification. The CSUSM Athletics Department also has an Emergency Action Plan that should be followed in the case of an emergency.

CSUSM Athletics provides each student-athlete with secondary sports accident insurance coverage. The secondary sports insurance policy, in conjunction with the NAIA Catastrophic Insurance Policy, provides coverage for athletically related medical conditions that occur during supervised competition, practice, or while traveling with a team. The university’s goal is to maintain current practices. Our commitment is to provide a bigger sports medicine room with the building of the new Sports Center. The Assistant Athletic Director/Head Athletic Trainer provides oversight and annual review for medical and athletic training services.

**Sports Information/Marketing/Publicity**

The Sports Information staff is in charge of web maintenance of the athletics website. They are also in charge of the publicity that each of our teams receives through publications (game day score cards, brochures, and posters). Men’s and Women’s teams have equitable access to
general coverage by sports information personnel. Media demand necessitates additional coverage for some sports. CSUSM Athletics’ commitment is to maintain equitable publicity practice. The Associate Athletic Director provides oversight and annual review of all publicity related issues.

Support Staff

All men’s and women’s teams have equitable access to administrative and clerical support. The university’s goal is to maintain equitable access to support services for all teams. The Associate Athletic Director oversight and annual review of all support services.

Recruitment of Prospective Student-Athletes

CSUSM Athletics provides money for recruiting in each team’s operating budget. Currently, it is up to each coach to allocate from their operating budget how much is spent on recruiting. In the future, we will create a separate line item for recruiting. This separation will assist in making sure that within the funds budgeted for recruiting, the funding available for the recruitment of female prospective student-athletes is equitable with the funding available for the recruitment of male prospective student-athletes. The primary cost associated with recruitment is driven by the number of student-athletes being recruited, this number changes by sport every year.