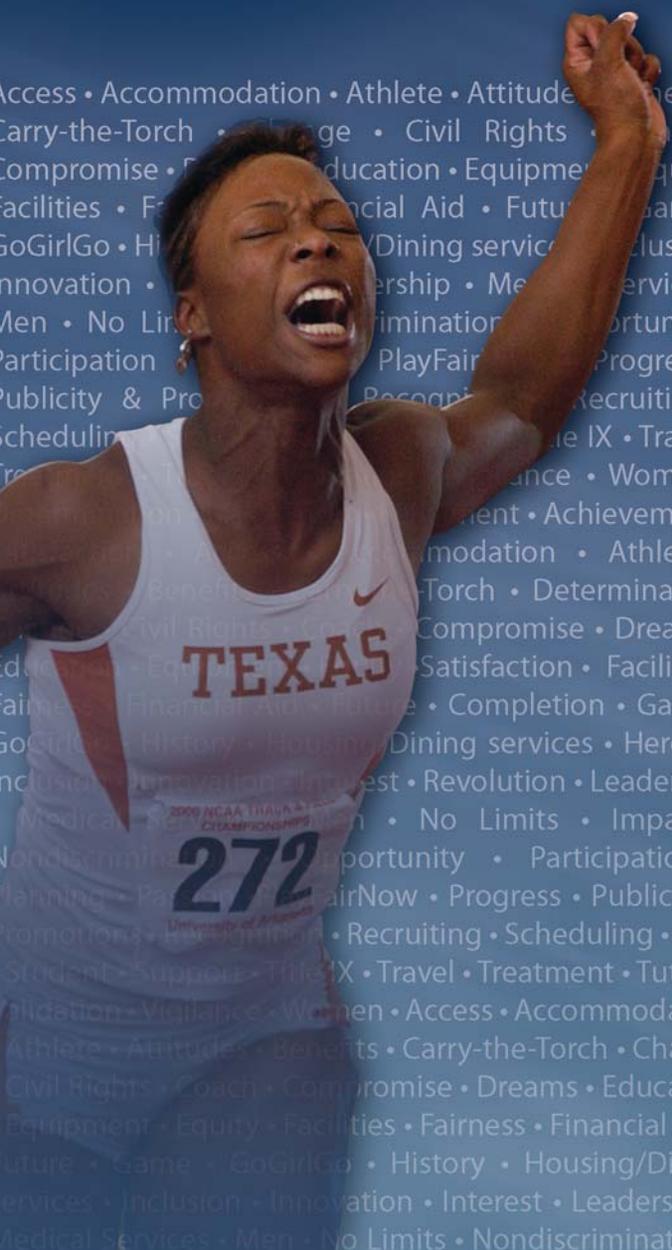




Gender Equity

Access • Accommodation • Athlete • Attitude • Benefit
Carry-the-Torch • Change • Civil Rights • Coach
Compromise • Education • Equipment • Equity
Facilities • Financial Aid • Future • Game
GoGirlGo • History • Housing/Dining services • Inclusio
Innovation • Leadership • Medical Services
Men • No Limits • Nondiscrimination • Opportunity
Participation • PlayFairNow • Progress
Publicity & Promotion • Recruiting
Scheduling • Title IX • Travel
Treatment • Women
Achievement • Accommodation • Athlete
Benefit • Carry-the-Torch • Determination
Civil Rights • Compromise • Dream
Education • Satisfaction • Facilitie
Fairness • Completion • Gam
GoGirlGo • History • Housing/Dining services • Heroe
Inclusio • Leadership • Revolution • Leadersh
Medical Services • Men • No Limits • Impact
Non-discrimi • Opportunity • Participation
Planning • PlayFairNow • Progress • Publicity
Promotion • Recruiting • Scheduling • St
Student Support • Title IX • Travel • Treatment • Tutor
Validation • Vigilance • Women • Access • Accommodati
Athlete • Attitude • Benefits • Carry-the-Torch • Chan
Civil Rights • Coach • Compromise • Dreams • Educati
Equipment • Equity • Facilities • Fairness • Financial Ai
Future • Game • GoGirlGo • History • Housing/Dini
Services • Inclusion • Innovation • Interest • Leadershi
Medical Services • Men • No Limits • Nondiscriminatio
Opportunity • Participation • Planning • PlayFairNov



Important Facts about Title IX and NCAA Gender Equity

Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.”

The Test

“An athletics program can be considered gender equitable when the participants in both the men’s 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 Gender-Equity Task Force

Title IX Enforcement

Title IX is a federal statute that was created to prohibit sex discrimination in education programs that receive federal financial assistance. Title IX is enforced by the Office for Civil Rights (OCR) of the U.S. Department of Education. Schools work with the OCR on enforcement issues. Anyone may file an OCR complaint, and the identity of the party who files the complaint will be kept confidential.

NCAA constitutional principles express gender-equity expectations for member schools: every NCAA school must establish and maintain an environment that values cultural diversity and gender equity among its student-athletes and athletics department staff and comply with federal and state laws regarding gender equity. The Association must promote an atmosphere of respect for and sensitivity to the dignity of every person. It is the policy of the Association to refrain from discrimination with respect to its governance policies, educational programs, activities and employment policies, including on the basis of age, color, disability, gender, national origin, race, religion, creed or sexual orientation. It is the responsibility of each member school to determine independently its own policy regarding nondiscrimination.

Other NCAA initiatives have gender-equity components:

Athletics Certification and Gender Equity Planning

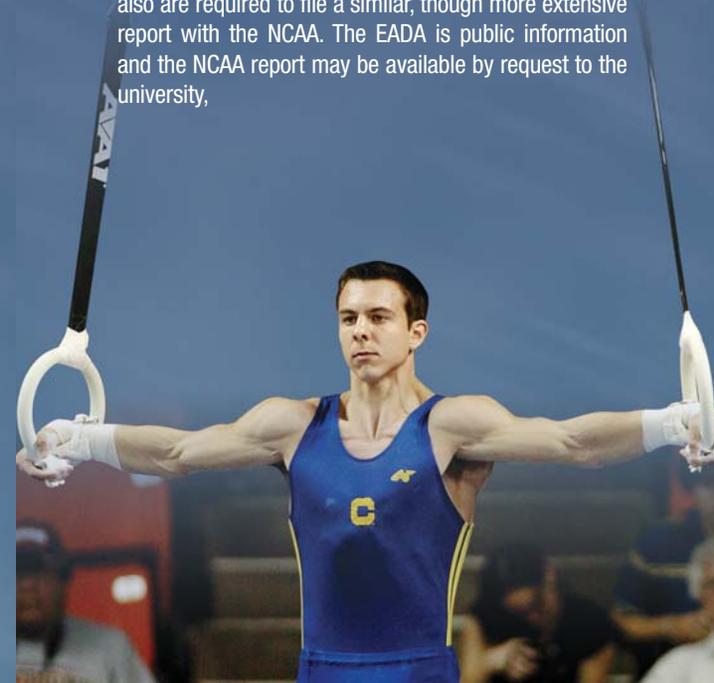
NCAA Certification requires Division I schools to maintain five-year gender equity plans which demonstrate commitment to fair and equitable treatment of both male and female student-athletes and athletics department personnel. Similarly, Division II and III schools are required to conduct a comprehensive self-study and evaluation of their intercollegiate athletics programs at least once every five years using the Institutional Self-Study Guide (ISSG).

Emerging Sports for Women

Since the 1994 NCAA Convention, athletics programs can adopt these sports as a way to increase participation opportunities for female student-athletes.

Equity in Athletics Disclosure Act (EADA) and NCAA Financial Reporting

All colleges and universities that receive federal funds are required to file an annual equity and financial report with the federal government. All NCAA member schools also are required to file a similar, though more extensive report with the NCAA. The EADA is public information and the NCAA report may be available by request to the university,



Frequently Asked Title IX Questions

Q. To whom does Title IX apply?

Title IX applies to all educational institutions, both public and private, that receive federal funds. Almost all private colleges and universities must abide by Title IX regulations because they receive federal funding through federal financial aid programs used by their students.

Although it is the application of Title IX to athletics that has gained the greatest public visibility, the law applies to every single aspect of education, including course offerings, counseling and counseling materials, financial assistance, student health and insurance benefits and/or other services, housing, marital and parental status of students, physical education and athletics, education programs and activities, and employment.

Q. How is Title IX applied to athletics?

Athletics programs are considered educational programs and activities. There are three basic parts of Title IX as it applies to athletics:

1. **Participation:** Title IX requires that women and men be provided equitable opportunities to participate in sports. Title IX does not require schools to offer identical sports but an equal opportunity to play;
2. **Scholarships:** Title IX requires that female and male student-athletes receive athletics scholarship dollars proportional to their participation; and
3. **Other benefits:** Title IX requires the equitable treatment of female and male student-athletes in the provisions of: (a) equipment and supplies; (b) scheduling of games and practice times; (c) travel and daily allowance/per diem; (d) access to tutoring; (e) coaching, (f) locker rooms, practice and competitive facilities; (g) medical and training facilities and services; (h) housing and dining facilities and services; (i) publicity and promotions; (j) support services; and (k) recruitment of student-athletes.

Q. Does Title IX benefit only girls and women?

Title IX benefits everyone — girls and boys, women and men. The law requires educational institutions to maintain policies, practices and programs that do not discriminate against anyone on the basis of gender. Elimination of discrimination against women and girls has received more attention because females historically have faced greater gender restrictions and barriers in education. A continued effort to achieve educational equity has benefited all students by moving toward school environments where all may participate, learn and achieve.

Q. Does Title IX mandate that a decrease in opportunities for male athletes be made in order to provide an increase in opportunities for female athletes?

Title IX does not require nor advocate reductions in opportunities for male student-athletes. One of the main purposes of Title IX is to create the same opportunity and quality of treatment for both female and male student-athletes. Eliminating men's sports programs is not the intent of Title IX. The objective of Title IX is to provide opportunities for, and bring treatment of, the disadvantaged gender up to the level of the advantaged group. And in fact, participation opportunities have grown for both NCAA men (+31 percent) and women (+456 percent) since Title IX was passed in 1972. In 2007, women had only 43% of athletics participation opportunities and received less than 40% of athletics department expenditures.

Q. How is Title IX compliance assessed?

Title IX compliance is assessed through a total program comparison. In other words, the entire men's program is compared to the entire women's program, not just one men's team to the women's team in the same sport. The broad comparative provision was intended to emphasize that Title IX does not require the creation of mirror image programs. For example, men's and women's soccer need not be treated exactly the same, but if one team receives greater benefits than the other, that should be balanced by another sport of the disadvantaged gender receiving greater support. Males and females can participate in different sports according to their respective interests and abilities.

Q. Does Title IX require that equal dollars be spent on men and women's sports?

No. The only provision that requires that the same dollars be spent proportional to participation is scholarships. Otherwise, male and female student-athletes must receive equitable "treatment" and "benefits." This takes into consideration the variables of equipment costs and other things that may be unique to a particular sport, but the quality of equipment and other benefits provided both genders overall should be equitable.

Q. Is any sport excluded from Title IX?

No. The basic philosophical underpinning of Title IX is that there cannot be an economic justification for discrimination. A school cannot maintain that there are revenue productions or other considerations that mandate that certain sports receive better treatment or participation opportunities than other sports. This applies to dollars raised through fund-raising or ticket sales as well. No matter the source of the funds, the benefits to both genders must be equitable.

Q. Is there someone at my school who would know about Title IX?

Compliance with Title IX is the shared responsibility of an entire school, from top-level administration to individual staff members. Title IX mandates that schools designate at least one employee as a Title IX coordinator, and schools are required to investigate any complaints of gender discrimination. Student-athletes who have questions about Title IX may find the following individuals on their campus a good resource: (1) senior woman administrator; (2) director of athletics; (3) faculty athletics representative; (4) compliance coordinator; (5) the legal council; (6) Title IX coordinator or (7) Equal Employment Opportunities office.



Learn more at:
[NCAA.org/gender_equity](https://www.ncaa.org/gender_equity)