

## **\*DEPARTMENT OF ATHLETICS TITLE IX - GENDER EQUITY ACTION PLAN**

The most significant and urgent issue facing intercollegiate athletics programs are Title IX. Title IX is a federal civil rights statute enacted as part of the Education Amendments of 1972. In simple terms, Title IX prohibits sex-based discrimination within educational institutions receiving federal financial assistance.

An institutions failure to comply with Title IX may result in an Office of Civil Rights (OCR) directive to suspend or terminate financial assistance to the entire institution. Or, in the case of a Title IX lawsuit, the court may order the institution to pay compensatory and punitive damages. Not only is a UNLV Athletic Department concern, Title IX an institution-wide responsibility.

There are three basic parts to the Title IX regulation as it pertains to intercollegiate athletics: Effective accommodation of interests and abilities (participation opportunities), athletic financial assistance (scholarships), and athletic program components.

- I. Effective accommodation of interests and abilities involves an analysis of participation opportunities for the number of male and female student-athletes on each team and/or overall. Additionally, levels of compliance are reviewed to further assess compliance with accommodation of interests and abilities.
  - A. Compliance with participation opportunities is determined by meeting one of the three tests:
    1. Proportionality (i.e., Athletic participation rates of men and women students substantially equal the full-time undergraduate enrollment rates of men and women students).
    2. History and continuing practice of program expansion.
    3. Accommodation of interests and abilities (i.e., the current sports offerings for women fully meet their interests).
  - B. A two-part test to review levels of competition is applied to determine whether female athletes are afforded proportionally similar advanced competition opportunities as male athletes.
- II. Athletic financial assistance (scholarships) must be awarded in substantial proportion to the participation rates (using a head count) of men and women student-athletes (if 50% of the student-athletes are female, then roughly 50% of the total athletic financial assistance should be awarded to females). A 'Z' and a 'T' statistical analysis test are used to determine whether any difference is substantial.
- III. Equal opportunity and the equivalent standard can be evaluated by looking at various program components. There are currently eleven program components:
  1. Provision of Equipment and Supplies
  2. Scheduling of Games and Practice Times
  3. Travel and Per Diem Allowances

4. The Opportunity to receive Academic Tutoring and the Assignment and Compensation of Tutors.
5. The Opportunity to receive Coaching and the Assignment of Compensation of Coaches.
6. Provision of Locker Rooms, Practice and Competitive Facilities
7. Provision of Medical and Training Facilities and Services
8. Provision of Housing and Dining Facilities and Services
9. Publicity
10. Provision of Support Services
11. Recruitment of Student-Athletes

Comparing the availability, quality and types of benefits, opportunities and treatment of both sexes assesses compliance with respect to the program components. If the components are found to be equivalent, then the institution will be in compliance. Equivalence means equal or equal in effect. Under this equivalence standard, identical benefits, opportunities or treatment are not required, provided the overall effort of any difference does not have a disparate impact on one sex.

The UNLV Department of Athletics is committed to achieving the following goals:

- Provide both men and women student-athletes with participation opportunities in substantial proportion to their representation in the student body.
- Provide athletic financial assistance in substantial proportion to the representation of women student-athletes in the athletic program.
- Provide equivalent benefits, opportunity, and treatment throughout the athletic program for both men and women student-athletes.

To this end the Athletic Department will engage in specific actions to bring about full and continuing compliance with Title IX:

- UNLV will provide participation opportunities for women student-athletes to at least within 5% of the female enrollment through increased participation on existing women's teams and capped participant opportunities for men's teams.

The Gender Equity Compliance Action Plan is intended to serve as a working document and will assist the University in its efforts to achieve compliance with the athletic provisions of the regulations implementing Title IX of the Education Amendments of 1972.

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\*Source: UNLV Policies and Procedures Manual: Department of Athletics Title IX- Gender Equity Action Plan