

CITY OF PORT ANGELES COMMUNITY ATHLETICS PROGRAMS NON-DISCRIMINATION POLICY

The purpose of the Community Athletics Programs Non-Discrimination Policy is to ensure that the City of Port Angeles community athletics programs and related facilities and third-party sponsored community athletics programs do not discriminate against any person on the basis of sex in the operation, conduct, or administration of community athletics programs for youth or adults. The intent of this policy is to expand and support equal participation in community athletics programs and to provide all community athletics programs with equal access to city facilities.

Title IX of the Education Amendments of 1972 to the 1964 Civil Rights Act is a federal statute created to prohibit sex discrimination in education programs that receive federal financial assistance. Nearly every educational institution is a recipient of federal funds, and therefore is required to comply with Title IX. In 1975, Washington adopted its own Title IX legislation in RCW 28A.640.010, which prohibits inequality in the educational opportunities afforded to women and girls at all levels of public schools in Washington State. Currently, neither Title IX nor RCW 28A.640.010 extend protection to opportunities in community athletics programs. However, ESSB 5967, to be codified at Chapter 35A.21, was passed by the legislature and became effective on July 26, 2009. The legislature has specifically found that the dramatic increases in participation rates at both the high school and college levels since Title IX was passed show that when doors are opened to women and girls, they will participate. Further, athletic opportunities provide innumerable benefits to participants including greater academic success, better physical and psychological health, responsible social behaviors and enhanced interpersonal skills. ESSB 5967 requires cities to adopt a policy that prohibits discrimination against any person on the basis of sex in the operation, conduct, and administration of community athletics programs. The Department fully agrees with and supports the legislature's findings and recognizes the importance of full and equitable participation in community athletics.

It is the policy of the Recreation Division that all community athletics programs and related facilities will be operated, maintained, and administered to meet the recreational needs of all citizens, regardless of sex.

The Recreation Division will make available the same number of program participation slots to men and women, whereby in total, participation opportunity slots in department-sponsored community athletics programs is identical. All Division-sponsored community athletics classes will be open to all citizens, regardless of sex. The Division will maintain records indicating the general participation levels of men and women by sport on a quarterly basis.

Facility access, the opportunity to use a facility that supports the provision of community athletics programs, will be afforded on an equal basis and in a non-discriminatory manner. The Division shall schedule facility use and practice time such that it affords men and women the same privileges, such as weekday/weekend preferences, time of day, quality of the practice facility, and facility capacity.

Funds dedicated to providing community athletics programs will be expended to equally benefit men and women. Any advertising will inform the public of the availability of men's and women's participation slots.

On an annual basis, the Division will discuss with third party sponsors the status of their community athletics programs related to the administration of this Policy.

This policy shall be administered by Richard Bonine, Deputy Director of Recreation. All complaints of discrimination should be submitted in writing to Mr. Bonine. Please allow the Department ten business days to respond. Mr. Bonine may be contacted at 360-417-4551 rbonine@cityofpa.us. The Recreation Division is located at 308 East Fourth Street, Port Angeles, WA 98362.