



## **PARKS & RECREATION DEPARTMENT**

### **POLICY AND PROCEDURES**

#### **PR-0202 COMMUNITY ATHLETICS PROGRAMS NON-DISCRIMINATION**

##### **1. PURPOSE:**

- 1.1. 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.
- 1.2. Background: 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.

##### **2. DEPARTMENTS/DIVISIONS/PERSONNEL AFFECTED:**

- 2.1. Parks & Recreation Department

##### **3. DEFINITIONS:**

- 3.1. Community Athletics Programs: means any athletic program that is organized for the purposes of training for and engaging in athletic activity and competition that is in any way operated, conducted, administered, or supported by the City of Port Angeles.
- 3.2. Third Party Sponsor: means a third party receiving a lease or permit from the City of Port Angeles for a community athletics program.

##### **4. POLICY:**

- 4.1. Overview: It is the policy of the Parks & Recreation Department 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.
- 4.2. Participation: The Parks & Recreation Department 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 Parks & Recreation Department-sponsored community athletics classes will be open to all citizens, regardless of sex. The Parks & Recreation Department will maintain records indicating the general participation levels of men and women by sport on a quarterly basis.
- 4.3. Facility Access: 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 Parks & Recreation Department shall schedule facility use and practice time such that it affords men and women the same



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privileges, such as weekday/weekend preferences, time of day, quality of the practice facility, and facility capacity.

- 4.4. Funding and Advertising: 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.
- 4.5. Review of Third Party Sponsors: On an annual basis, the Parks & Recreation Department will discuss with third party sponsors the status of their community athletics programs related to the administration of this Policy.

**5. PROCEDURES:**

- 5.1. Policy Distribution: ESSB 5967, codified at Chapter 35A.21, requires that this Policy be published and disseminated. At a minimum, this Policy will be included in any publication that includes information about the City of Port Angeles' own athletics programs or information about obtaining a permit for operating athletics programs or scheduling athletics events at city facilities. This policy must also be posted on the City website.
- 5.2. Contract Provisions: All contracts with third party sponsors and permit applications to organize community athletics programs will contain language that prohibits the third party sponsor from discriminating against any person on the basis of sex in the operation, conduct, or administration of community athletics programs for youth or adults.
- 5.3. Contact Information: This policy shall be administered by Corey Delikat, Parks & Recreation Director. All complaints of discrimination should be submitted in writing to Mr. Delikat. Please allow the Parks & Recreation Department 10 business days to respond. Mr. Delikat may be contacted at 360-417-4551 or [cdelikat@cityofpa.us](mailto:cdelikat@cityofpa.us). The Parks & Recreation Department is located at 308 East Fourth Street, Port Angeles, WA 98362.

**Effective:** August 4, 2016

**Supersedes:** PW-1402

**Approved:** Corey Delikat