



**POLICY 2010 - 01**  
**POLICY AND PROCEDURE – COMMUNITY ATHLETICS PROGRAMS**  
**NON-DISCRIMINATION**

Date Approved: 1-19-2010

Resolution No. 2010-02

**POLICY FOR COMMUNITY ATHLETIC PROGRAMS NON-DISCRIMINATION**

**1. PERSONS AFFECTED:**

Policy shall be applicable to any and all City of Zillah' Parks and Recreation Programs, community athletic programs and third-party sponsored community athletics programs (collectively "Programs").

**2. PURPOSE:**

The purpose of the Community Athletic Programs Non-Discrimination Policy is to ensure that the City of Zillah' Parks and Recreation Program community athletic programs and related facilities and third-party sponsored community athletic 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 athletic programs and to provide all community athletics programs with equal access to city facilities.

**3. 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.

Any educational program receiving federal funds is required to comply with the statutory requirements. 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 athletic 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 athletic programs. The Program fully agrees with and supports the legislature's findings and recognizes the importance of full and equitable participation in community athletics.

**4. DEFINITIONS:**

**"Community Athletic Program"** 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 Zillah.

**"Third Party Sponsor"** means a third party receiving a lease, permit or approval from the City of Zillah for a community athletic program.

## **5. POLICY:**

It is the policy of the Program 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.

**5.1 PARTICIPATION.** The Program will make available the same number of program participation slots to men and women, whereby in total, participation opportunity slots in Program-sponsored community athletic programs is identical. All Program-sponsored community athletic classes or programs will be open to all citizens, regardless of sex. The Program will maintain records indicating the general participation levels of men and women by sport on an annual basis.

**5.2 FACILITY ACCESS.** Facility access, the opportunity to use a facility that supports the provision of community athletic programs, will be afforded on an equal basis and in a non-discriminatory manner. The Program 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.

**5.3 FUNDING AND ADVERTISING.** Funds dedicated to providing community athletic 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.

**5.4 REVIEW OF THIRD PARTY SPONSORS.** On an annual basis, the Program will discuss with third party sponsors the status of their community athletic programs related to the administration of this Policy.

## **6. POLICY DISTRIBUTION:**

This Policy shall be published and disseminated in accordance with applicable law. At a minimum, this Policy will be included in any publication that includes information about the City of Zillah' sponsored athletic programs or information about obtaining a permit for operating athletic programs or scheduling athletic events at city facilities such as the city website.

## **7.CONTRACT PROVISIONS:**

All contracts with third party sponsors and permit applications to organize community athletic 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 athletic programs for youth or adults.

## **8. CONTRACT INFORMATION:**

This policy shall be administered by the City Clerk/ Treasurer. All complaints of discrimination should be submitted in writing to City Hall. The City has ten business days to respond. The City Clerk/ Treasurer may be contacted at 509-829-5151. The Parks and Recreation Program is located at 503 First Ave., Zillah, WA 98953.