

2019 NCAA Inclusion Forum

#NCAAIInclusion



Gender Equity in Action: The Fine Art of Applying Title IX's Athletic Equity Expectations to Your Athletics Program



- Janet P. Judge, Esq.
Partner, Holland & Knight LLP
- Carrie Michaels, Sr. Associate Director of Athletics/SWA, Shippensburg University
- Judy Van Horn, Executive Associate Athletics Director for Sport and Risk Management/SWA, University of South Carolina



AGENDA

- The Basics
- Planning and Implementation
- Campus Communication
- Gender Equity Plans
- Enforcement Trends

Title IX:

- Federal Law
- Sex- Based Discrimination
 - General
 - Athletics
 - Participation
 - Scholarship
 - Treatment/Laundry List
 - Sexual Harassment, including Sexual Violence
 - LGBTQ+
- Spending Clause Statute
- Administrative and Judicial Enforcement
- Remedies



[illegible]

Prong 2. Can the institution show a history and ongoing practice of program expansion for the underrepresented sex?

Prong 3. Can the institution show that the current program offerings exhaust the interest and ability of the underrepresented sex?

athletic scholarships



- Unduplicated SAs
- 1% Expectation

-
- In-State/Out-of-State
 - Multi-year scholarships
 - Cost of Attendance
 - Summer School
 - Coach Discretion
 - NCAA Limits
 - Exhausted Eligibility
 - Medical DQs
 - Summer School

treatment

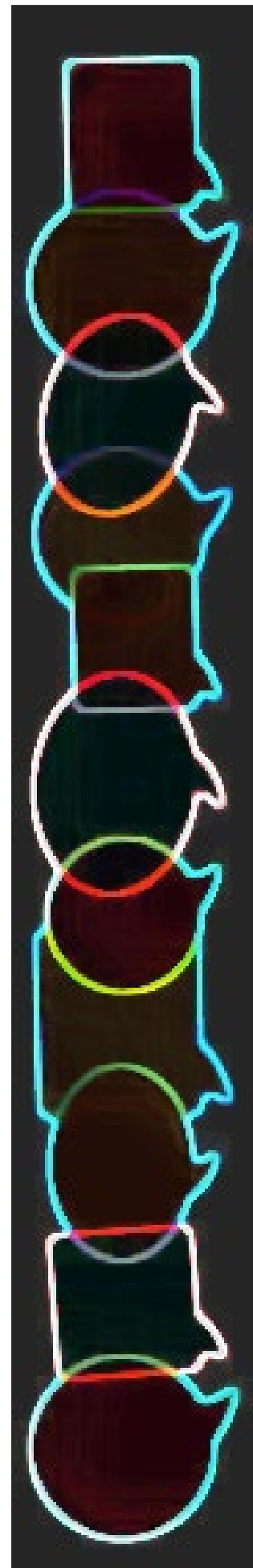
- Facilities
- Scheduling of Games & Practices
- Coaching
- Academic Services
- Equipment and Supplies
- Medical & Training
- Publicity
- Housing & Dining
- Travel and Per Diem
- Support Services
- Recruitment



How I Get It Done

- Evaluating/Monitoring Title IX Compliance
- Assessing Title IX Compliance

Campus Communication



- **University Senior Leadership**
 - President, CFO, General Counsel
- **University Title IX Coordinator**
- **Athletics Department Stakeholders**
 - Administration, Coaches
 - SAAC, Student-Athletes
- **Other Campus Constituents**
 - Faculty, Advisory Groups
- **Donors, Friends of the Program, Community Partners**

Gender Equity Plans



- Concrete Goals
- Measurable Outcomes
- Timelines
- Assigned Responsibilities
- Gender Equity Committees

trends



- OCR Approach
- Court Cases
- Discipline
- Other New Developments



Questions?

