



## **ATHLETICS RELATED TITLE IX RESOURCES**

The following listings include a variety (though not all) of online links to organizations and resources to prevent sex discrimination in athletics programs and activities in education. The first alphabetical listing is of organizations with an exclusive or substantial focus on Title IX athletics. The second alphabetical listing is of organizations focused on gender equality, so they may also cover athletics. The last two lists include federal and other resources focused on using Title IX to advance gender equality in athletics.

### **Organizations with a Substantial Focus on Title IX Athletics**

**American Alliance for Health, Physical Education, Recreation and Dance (AAHPERD).** <http://www.aahperd.org/gws> The former National Association of Girls and Women in Sport has been incorporated into AAHPERD. The objective of AAHPERD Girls & Women in Sport is to develop and deliver equitable and quality sports opportunities for all girls and women through relevant research, advocacy, leadership development, educational strategies and programming in a manner that promotes social justice and change.

**Association of Title IX Administrators (ATIXA).** <http://atixa.org/> ATIXA is a professional association for school and college Title IX Coordinators and administrators who are interested in serving their districts and campuses more effectively. Its members are encouraged to participate in ATIXA courses to certify Title IX coordinators and to share information and best practices. ATIXA brings campus and district Title IX coordinators and administrators into professional collaboration to explore best practices, share resources, and advance the goal of gender equity in education.

**California Women's Law Center. (CWLC)** <http://www.cwlc.org/?s=athletics+and+sports> CWLC, headquartered in Los Angeles, lectures, issues policy briefs, and testifies before lawmakers about the need to vigorously enforce gender equity and discrimination laws in publicly funded sports programs.

**Fair Play for Girls in Sports** <http://69.89.31.189/~lasecor/news-fair-play-launched.html> A project of the California Legal Aid Society Employment Law Center . Fair Play for Girls in Sports will advance the promise of Title IX and California law for poor girls in grades K-12.

**Feminist Majority Foundation (FMF)**

<http://www.feminist.org/education>

An organization committed to achieving political, economic, and social equality for girls and boys, women, and men. The education equality program provides information about Title IX and current legislation and research concerning gender equity issues in education, including athletics. See Title IX defined,

<http://www.feminist.org/education/titleix.asp>, Winning Title IX Cases

<http://www.feminist.org/education/consequences.asp> and Gender Equity in

Athletics and Sports <http://www.feminist.org/sports/index.asp>. The FMF also edited the *Handbook for Achieving Gender Equity through Education, 2<sup>nd</sup> Edition* with [Chapter 18 on Gender Equity in Physical Education and Athletics](#).

**Girls on the Run (GOTR).** <http://www.girlsontherun.org/> GOTR is a physical activity based development program for girls in 3rd-8th grade, teaching life skills through interactive lessons and running games. The program focuses on girls being physically and emotionally prepared to complete a celebratory 5k running event. The goal of the program is to unleash confidence through accomplishment while establishing a lifetime appreciation of health and fitness. GOTR council locations are in numerous cities across the U.S. and Canada.

**Girls for Gender Equity, Inc. (GGE).** <http://www.ggenyc.org/> is a grassroots organization committed to the physical, psychological, social, and economic development of girls and women. Through education, organizing and physical fitness, GGE encourages communities to remove barriers and create opportunities for girls and women to live self-determined lives.

**Godwin College of Drexel University Sports Management Program Women in Coaching Blog.** <http://www.goodwin.drexel.edu/womenincoaching/> a blog for women who coach or may be interested in coaching. It is also valuable to those who mentor or supervise women coaches to gain a better understanding of the gifts they bring to the coaching profession and the challenges they face.

**Just Play Now. California Women's Law Center.** <http://www.justplaynow.org/> Just Play Now is a project of the California Women's Law Center to stop gender discrimination in high school sports. JustPlayNow.org provides information and tools to students, parents and coaches to ensure that their high school is providing fair athletic opportunities to girls.

**The LA84 Foundation.** <http://www.la84.org/> LA84 is endowed with surplus funds from the 1984 Los Angeles Olympic Games. The Foundation supports a wide array of youth sports programming, awarding grants to youth sports organizations within the eight southernmost counties of California. They also conduct youth sports and coaching education programs, and operate the largest sports research library in North America, the Paul Ziffren Sports Resource Center, a state-of-the-art research facility and learning center dedicated to the advancement of sports knowledge and scholarship.

**National Association of Collegiate Women Athletics Administrators (NACWAA).**

<http://www.nacwaa.org/advocacy/weekly-updates> NACWAA is a leadership organization that empowers, develops, assists, celebrates, affirms, involves and honors women working in all fields of intercollegiate athletics. NACWAA takes a proactive role in advancing women into positions of influence and powerfully shapes the landscape of women leaders.

**National Center for Lesbian Rights (NCLR).**

[http://www.nclrights.org/site/PageServer?pagename=issue\\_sports](http://www.nclrights.org/site/PageServer?pagename=issue_sports) NCLR is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education. In 2010 NCLR and the Women's Sports Foundation issued a report on equal opportunity for transgender student athletes.

<http://www.nclrights.org/site/DocServer/TransgenderStudentAthleteReport.pdf?docID=7901>

**National Collegiate Athletic Association (NCAA) –Gender Equity.**

[http://www.ncaa.org/gender\\_equity](http://www.ncaa.org/gender_equity) and <http://www.ncaa.org/lgbt> NCAA is a voluntary membership organization through which the nation's colleges and universities govern their athletics programs. NCAA principles state that "every NCAA school must establish and maintain an environment that values cultural diversity and gender equity among its student athletes and athletics department staff and comply with federal and state laws regarding gender equity. NCAA Committee on Women's Athletics (CWA) is also charged with identifying and managing progress of emerging sports for women

<http://www.ncaa.org/wps/wcm/connect/public/NCAA/Resources/Emerging+Sports+for+Women> An online NCAA gender equity manual can be found at

<http://www.ncaapublications.com/p-4206-gender-equity-online-manual.aspx>

Other NCAA documents online include: a report on the status of women in intercollegiate athletics <http://www.ncaapublications.com/p-4289-the-status-of-women-in-intercollegiate-athletics-as-title-ix-turns-40-june-2012.aspx> a guide for LGBTQ inclusion in athletics at <http://www.ncaapublications.com/p-4305-champions-of-respect-inclusion-of-lgbtq-student-athletes-and-staff-in-ncaa-programs.aspx> and a manual about why sexual or romantic relationships between athletics department staff and student-athletes are inappropriate is at

<http://www.ncaapublications.com/p-4308-staying-in-bounds.aspx>

**National Women's Law Center (NWLC).** <http://www.nwlc.org/our-issues/education-%2526-title-ix/athletics>

NWLC works to ensure that women and girls are treated fairly in athletics programs – from challenging schools to provide female athletes with equal access to athletic opportunities, to fighting efforts to weaken enforcement of Title IX protections for women and girls. Since Title IX became law in 1972, NWLC has worked hard to ensure that women and girls are treated fairly in athletics programs. The Next Generation of Title IX: Athletics. A June 2012 Fact Sheet

prepared by the National Women's Law Center can be found at [http://www.nwlc.org/sites/default/files/pdfs/nwlcathletics\\_titleixfactsheet.pdf](http://www.nwlc.org/sites/default/files/pdfs/nwlcathletics_titleixfactsheet.pdf) NWLC also published an athletics equity check list for students, athletes, coaches, parents, administrators and advocates, titled "Check it Out: Is the Playing Field Level for Women and Girls at Your School". It guides readers through a series of easy-to-answer questions that can help answer the larger question of whether the athletic programs at their school treats both male and female students fairly. <http://www.nwlc.org/sites/default/files/pdfs/Checkitout.pdf>

**Pennsylvania Women's Law Project. (WLP)**

[http://www.womenslawproject.org/NewPages/wkDiscrimin\\_Athletics.html](http://www.womenslawproject.org/NewPages/wkDiscrimin_Athletics.html)

Women's Law Project is the leading legal advocate for gender equity in athletics in Pennsylvania. It works to strengthen compliance with Title IX in athletics and other areas.

**The Sankofa Project.** <http://sankofaproject.org/> Sankofa is non-profit organization in the District of Columbia providing prevention and intervention services to at risk urban female youth through school based team sports.

**Sharp Center for Women and Girls of the University of Michigan**

<http://irwg.research.umich.edu/sharp/> SHARP, the Sport, Health and Activity Research and Policy Center for Women and Girls, was established in 2010 as a new partnership between the Women's Sports Foundation and U-M's School of Kinesiology and the Institute for Research on Women & Gender. SHARP's mission is to lead research that enhances the scope, experience, and sustainability of participation in sport, play, and movement for women and girls. Findings from SHARP research will better inform public engagement, advocacy, and implementation to enable more women and girls to be active, healthy, and successful. Also see <http://irwg.research.umich.edu/pdf/OCR.pdf> A 2012 study titled "The Decade of Decline: Gender Equity in High School Sports", published by the SHARP Center for Women and Girls. An updated analysis intended to highlight the extent of gender equity during the 2000s. This report is intended to aid parents, educators, coaches, athletic administrators, legal advocates and policy makers in determining how much farther we must go to achieve equity.

**Title IX Blog.** <http://title-ix.blogspot.com/> Blogs from a professor of law and a women's studies expert on Title IX legal developments and scholarship, often focused on athletics.

**Tucker Center for Research on Girls & Women in Sport.**

<http://www.cehd.umn.edu/tuckercenter> An interdisciplinary research center leading a pioneering effort to examine how sport and physical activity affect the lives of girls and women, their families, and communities.

**Women’s Sports Foundation.** <http://www.womenssports foundation.org>

Founded in 1974 by tennis legend, Billie Jean King, the Women’s Sports Foundation is dedicated to advancing the lives of girls and women through sports and physical activity. They provide scholarships and grants to aspiring athletes including funding the GoGirlGo landmark educational program for elementary, middle and high school girls as well as funding research and educational materials on diversity, Title IX, the importance of physical activity and the promotion of female athletes.

**Other Organizations with some Focus on Gender Equality In Athletics**

**American Association of University Women (AAUW).** <http://www.aauw.org> The American Association of University Women is a national membership organization that promotes education and equity for all women and girls. It focuses on research on women and education, helping recipients of sex discrimination in higher education, and federal policies impacting women, in addition to promoting educational equity for women and girls.

**American Civil Liberties Union (ACLU), Women’s Rights Project**

<http://www.aclu.org/wrp> The ACLU Women’s Rights Project works to secure gender equality and ensure that all women and girls are able to lead lives of dignity, free from violence and discrimination. The ACLU addresses gender-based discrimination and inequalities including education, employment, housing, and health, as well as issues of race, class, income, and immigration status.

**Association of American Colleges and Universities.** <http://www.aacu.org>

A key focus of AACU since 1971 has been initiatives to advance diversity and equity in higher education through the Program on the Status and Education of Women and newsletter “On Campus with Women”.

**Civil Rights Division, U.S. Department of Justice** <http://www.justice.gov/crt/>

The Civil Rights Division of the U.S. Department of Justice was created following the ratification of the Civil Rights Act of 1957, and works to uphold the civil and constitutional rights of all Americans. The Division enforces federal statues prohibiting discrimination on the basis of race, color, sex, disability, religion, familial status, and national origin and provides a leadership and coordination role across government agencies

**Equity Assistance Centers, Funded by the U.S. Dept. of Education 2011-2014**

<http://www2.ed.gov/programs/equitycenters/contacts.html>

Contact the Civil Rights Act Title IV Equity Assistance Center serving your state. These centers provide technical assistance, training and resources on education equity issues related to gender, race, and national origin to state departments of education, local educational agencies, and schools upon request.

**Region I:** The New England Equity Assistance Center at Brown University

(NEEAC) (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont) <http://neeac.alliance.brown.edu/>

**Region II:** The Equity Assistance Center, Touro College, Lander Center for Education Research (New Jersey, New York, Puerto Rico, and the Virgin Islands)

<http://www.touro.edu/EDGRAD/EAC/index.asp>

**Region III:**

The Mid-Atlantic Equity Center (MAC) at the Mid -Atlantic Equity Consortium, Inc. (Delaware, D.C., Maryland, Pennsylvania, Virginia, and West Virginia)

<http://www.maec.org>

**Region IV:** Southeastern Equity Assistance Center (SEAC) (Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee)

<http://www.southeastequity.org/>

**Region V:** Great Lakes Equity Center at Indiana University (Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin) <http://glec.education.iupui.edu>

**Region VI:** South Central Collaborative for Equity Intercultural Development Research Association (Arkansas, Louisiana, New Mexico, Oklahoma, and Texas)

[http://www.idra.org/South\\_Central\\_Collaborative\\_for\\_Equity/](http://www.idra.org/South_Central_Collaborative_for_Equity/)

**Region VII:** Midwest Equity Assistance Center (Iowa, Kansas, Missouri, & Nebraska)

<http://www.meac.org>

**Region VIII:** Metropolitan State College of Denver Equity Assistance Center (Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming)

<http://www.mscd.edu/eac/>

**Region IX:** WestEd Equity Assistance Center (Arizona, California, and Nevada)

<http://www.wested.org/cs/eac/print/docs/eac/home.htm/>

**Region X:** Education Northwest Equity Assistance Center (Alaska, American Samoa, Federated States of Micronesia, Guam, Hawaii, Idaho, Northern Mariana Islands, Oregon, Republic of the Marshall Islands, Republic of Palau, and Washington)

<http://educationnorthwest.org/equity-program>

**Gay, Lesbian & Straight Education Network** <http://www.glsen.org>

GLSEN focuses on ensuring safe schools for all students regardless of sexual orientation or gender identity expression and on developing school climates where difference is valued. It conducts research and assists Gay-Straight Alliances (student clubs) in improving school climates.

**Girl Scouts of the USA**

<http://www.girlscouts.org>

Girl Scouts include 3.2 million girls and adult members. Programs focus on meeting girls changing needs and empowerment. There is a complementary Girl Scout Research Institute.

**Girls Inc.** <http://www.girlsinc.org> Girls Inc. is a nonprofit organization operating a network of local Girls Inc. affiliates serving 125,000 girls age 6-18 annually in the U.S. and Canada. It uses research based programs to help girls be strong, smart and bold.

**Legal Momentum** <http://legalmomentum.org> Legal Momentum focuses on ensuring economic and personal security for women and girls by among other goals, promoting gender equity and challenging gender bias.

**Legal Voice** <http://legalvoice.org> Founded as the Northwest Women’s Law Center, Legal Voice is an active legal voice for all women and girls in the Northwest. It focuses on pursuing justice for women through litigation, legislative and policy advocacy, and education tools to help people understand their rights and the legal system.

**White House Council on Women and Girls.**

<http://www.whitehouse.gov/administration/eop/cwg> The White House Council on Women and Girls was established by President Obama in 2009 to make sure that women and girls receive the legislation and programs they need to advance gender equality.

**YWCA.** <http://www.ywca.org> The YWCA represents 2 million girls and their families in the United States and 25 million women worldwide. It provides child care, rape crisis intervention, domestic violence assistance and shelters, job training, career counseling, entrepreneurial training for teens, and fitness training. It develops women’s leadership, fosters diversity, and brings about change through advocacy to eliminate racism, empower women, and protect universal rights for all.

**Federal and other Resources to Advance Compliance with Title IX**

[1979 Title IX & Intercollegiate Athletics](#) A policy interpretation by the Department of Education’s Office of Civil Rights (OCR) on Title IX and intercollegiate athletics

[1996 Clarification of Intercollegiate Athletics Policy](#) A clarification from OCR of what is commonly referred to as the "three-part test," which is used to determine whether students of both sexes are provided nondiscriminatory opportunities to participate in athletics.

[2003 Report of Secretary’s Commission on Opportunity in Athletics](#) (PDF) A report on the findings of a Commission created by the Department of Education to review Title IX and recommend changes in enforcement. Many representatives from big sports schools on the Commission made recommendations that would have reduced the number of sports opportunities for women and girls. Two members on the Commission, Donna DeVarona and Julie Foudy, issued a report of [2003 Minority Views on the Report of the Commission on Opportunity in Athletics](#) (PDF) After the issuance of the minority report, and activism of feminists across the country, the Department of Education announced that it would not act on any of the recommendations made by the Commission that would weaken Title IX.

[2005 Additional Clarification of Intercollegiate Athletics Policy](#) (Superseded by April 2010 guidance) A clarification from OCR on the “three part test” for demonstrating

compliance with Title IX that women's rights groups objected to because it actually limited compliance with Title IX.

[2010 Intercollegiate Athletics Policy Clarification: The Three Part Test—Part three](#) (PDF) A clarification letter from the OCR withdrawing the 2005 additional clarification on the three part test – part three, and all related documents accompanying it.

[Equity in Athletics Data Analysis Cutting Tool Website](#)

Required by the Equity in Athletics Disclosure Act and its 1999 Regulations, this website managed by the Office of Postsecondary Education in the U.S. Department of Education provides required information on participation and support for women and men in college athletics.

<http://www.youtube.com/watch?v=nHdXqdRyV-0> “A Coaching Conundrum”. An ESPN video posted to you tube highlighting the difficulties faced by women with sports coaching careers.

<http://www.sportingchancetitleix.com/> A documentary sponsored by the NCAA about the impact of Title IX, titled Sporting Chance: The Lasting Legacy of Title IX.

### **General Information on Title IX, its Regulations, and Coordinators**

[1972 Full Statute of Title IX](#) and other Title IX information from the U.S. Department of Justice

[1975 Regulations-Title IX Coordinator Section](#) (PDF) information on adoption of grievance procedures and dissemination of policy for schools and Title IX Coordinators

[1980 Title IX Regulations from the Department of Justice](#) (PDF) the implementing regulations of Part 106 Non-discrimination on the basis of sex in education programs and activities receiving or benefiting from federal financial assistance

[2000 Final Common Rule \(Title IX Regulations for various Federal Agencies\)](#) Part III of the Final Common Rule for Nondiscrimination on the Basis of Sex in Education Programs or Activities Receiving Federal Financial Assistance, for various Federal Agencies

[2000 Regulations to implement the Civil Rights Restoration Act of 1987](#) (PDF) Amendments to the Regulations Governing Nondiscrimination on the Basis of Race, Color, National Origin, Disability, Sex, and Age Under the Civil Rights Restoration Act of 1987; Final Rule

[2001 Title IX Legal Manual from the Department of Justice](#) (PDF) A Department of Justice Legal Manual, with an overview of Title IX, and the Interplay of Title IX with Title VI, and Section 504, Title VII, and the Fourteenth Amendment



[2001 Executive Order 13160 for Federally Conducted Education and Training Programs](#) (PDF) Department of Justice Guidance document for ensuring equal opportunity in federally conducted education and training programs

[2001 Questions and Answers on Title IX Coordinators from the Title IX Legal Manual](#) (PDF) Questions and Answers regarding the procedural requirements for ensuring Title IX compliance

[2004 Title IX Coordinator Compliance letter to SEAs and LEAs](#) instructional notices from the Department of Education to state and local educational agencies

[2004 Title IX Coordinator Compliance Letter to Postsecondary Institutions](#) instructional letter from the Department of Education to postsecondary educational agencies

[2010 How to file a Title IX complaint](#) steps to take when filing a complaint of discrimination with the Office of Civil Rights

[2010 Office for Civil Rights \(OCR\) Complaint Processing Procedures](#) The procedures to be used by OCR in processing complaints

[2012 OCR Case Processing Manual from the Department of Education](#) (PDF) The Case Processing Manual provides OCR with procedures to follow when investigating complaints and compliance reviews, issuing findings, or securing resolution agreements to remedy discriminatory policies or practices.

[List of State Title IX Gender Equity Coordinators](#) from FMF (PDF) A list, by state, of Title IX Gender Equity Coordinators

[Civil Rights Data Collection Survey Instruments and Results](#) The Department of Education's web site for finding wide ranging civil rights education access and equity data from a sample of the nation's public schools.

*Revised September 9, 2013, by the Feminist Majority Foundation's Education Equality Program. Please send changes and additions to Dr. Sue Klein, Education Equity Director: [sklein@feminist.org](mailto:sklein@feminist.org).*