



POLICY FOR EQUITY IN ATHLETICS COMPLIANCE

Purpose and Scope: Title IX of the 1972 Education Act states: *"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity receiving Federal financial assistance."*

Educational programs or activities include Intercollegiate Athletics, and Title IX gives colleges and schools options for demonstrating that they provide equitable opportunities to both sexes. Illinois College demonstrates equitable opportunities through intercollegiate level participation through the provision of benefits, opportunities, and treatment of male and female programs overall.

Policy Statement: Title IX within athletics is focused on three criteria: 1) equitable participation opportunities; 2) equitable scholarship opportunities; and 3) equitable benefits, which includes equipment, supplies, facilities, scheduling, and more. According to the NCAA Office of Inclusion, *"Title IX does not require identical athletics programs for males and females. Rather, Title IX requires that the athletics programs meet the interests and abilities of each gender. Under Title IX, one team is not compared to the same team in each sport. OCR examines the total program afforded to male student-athletes and the total program afforded to female student-athletes and whether each program meets the standards of equal treatment. Title IX does not require that each team receive exactly the same services and supplies. Rather, Title IX requires that the men and women's program receive the same level of service, facilities, supplies, and etc. Variations within the men and women's program are allowed, as long as the variations are justified."*

On an annual basis the Title IX Athletics Advisory Committee will complete a comprehensive gender equity review of the provision of benefits, opportunities, and treatment of male and female programs overall using data from a variety of reports, including but not limited to, budget, scheduling, marketing, and salary data, in addition to responses from student-athlete evaluations and an annual student interest survey. If any area reviewed demonstrates inequitable treatment between men's and women's teams overall, the Advisory Committee will make any necessary revisions to Athletic Department policies to immediately address the issue.

Complaint Resolution Process: The College encourages employees and students to address concerns related to gender equity in Athletics. Any employee or student who seeks resolution or clarification of their concerns may use the procedure described below to provide a quick, effective, and consistently applied method for internal resolution.

Step 1: Contact Director of Athletics

Employees or students (Complainant) should bring their concerns or complaints, in writing, to the Director of Athletics. The Director of Athletics should then schedule an appointment with the Complainant to discuss the complaint within five (5) business days of receiving the complaint.

The Director of Athletics will then respond in writing to the complaint, normally within five (5) business days of the meeting held with the Complainant. A copy of the complaint and the Director of Athletics's written response should be forwarded to the Title IX Coordinator for retention.

Step 2: Appeal to Title IX Athletic Advisory Committee (excluding Director of Athletics)

If the procedures of Step 1 do not result in a satisfactory resolution of the complaint, then the Complainant may submit a written complaint to the members of the Title IX Athletic Advisory Committee (Abby Vorreyer, Steve Schweer, Angela Valuck, and Jessica Edonick), excluding the Director of Athletics since they were involved in Step 1.

The Complainant should submit a written complaint within five (5) business days of receiving a response from the Director of Athletics or, if no response is received, then within five (5) business days of the date on which a written response was due. The complaint should include:

1. The problem or incident giving rise to the complaint and the date(s) it occurred;
2. Suggestions on ways to resolve the complaint; and
3. A copy of the Director of Athletics's written response (or a summary of their verbal response if no written response was provided) and the date when the Complainant met with the Director of Athletics. If the Director of Athletics provided no response, the complaint should indicate this as well.

Upon receipt of the above-described complaint, the Title IX Athletic Advisory Committee must schedule a separate meeting with the Complainant. This meeting should be held within five (5) business days of receiving the complaint. Within five (5) business days of completing the meetings and review of relevant information, the Title IX Athletic Advisory Committee will issue a written decision to the Complainant.

The Title IX Athletic Advisory Committee should forward a copy of the complaint and a copy of their written response to the Title IX Coordinator for retention.

If the Complainant is not comfortable discussing the complaint with the Title IX Athletic Advisory Committee, then the Complainant should proceed with Step 3 and provide a written complaint directly to the Provost and Dean of the College. If this is the case, then any appeal of the decision reached by the Provost and Dean of the College should follow the procedures of Step 3 but be directed to the Office of the President.

Step 3: Appeal of the Decision

If the Complainant is dissatisfied with the decision of the Title IX Athletic Advisory Committee, the Complainant may, within five (5) business days of receiving the Title IX Athletic Advisory Committee's decision, appeal this decision in writing to the Provost and Dean of the College.

The Provost and Dean of the College will call a meeting with the Complainant directly and/or gather further information from involved parties to address the complaint. Meetings and review of information will normally be conducted within five (5) business days of receipt of the written appeal. Upon completion of the review, the Provost and Dean of the College will issue a written response to the Complainant. The appeal decision will be considered final.

The timeline outlined in this procedure will normally be followed. Due to potential absences and/or scheduling conflicts, the five (5) day timeframe at each level may be reasonably extended.

Retaliation: Protected activity under this Policy includes making a complaint under this Policy, participating in the complaint resolution process, supporting any individual involved in the process, providing information relevant to the complaint, and/or acting in good faith to oppose conduct that constitutes a violation of this Policy.

The College is prepared to take appropriate steps to protect individuals who fear that they may be subject to retaliation. It's prohibited for the College or any member of the College's community to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individuals for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, participated, or refused to participate in any resolution process under this Policy. Acts of alleged retaliation should be reported immediately to the Title IX Coordinator and will be promptly investigated.

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