

**Kirkland Parks and Community Services**  
**NON-DISCRIMINATION IN COMMUNITY ATHLETIC PROGRAMS**

**Purpose**

To establish policy and procedure to provide equal access to public community athletic programs and sports facilities by prohibiting discrimination on the basis of gender.

**Policy**

The City of Kirkland does not discriminate against any person on the basis of gender in the operation, conduct, or administration of community athletic programs or sports facilities.

**Definitions**

Community Athletic Programs – 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 Kirkland.

Sports Facilities – Any property owned, operated or administered by the City for the purposes of training for and/or engaging in athletic activity and competition.

**Procedures**

1. Community Athletic Programs administered by the City's Parks and Community Services Department will be operated in a manner that promotes equal opportunities for females and males.
2. The City Parks and Community Services Department will allocate and schedule Sports Facilities in a manner that provides equal access to all Community Athletic Programs.
3. This policy will be added as a provision to all lease or use agreements administered by the City Parks and Community Services Department.
4. The City will not issue a lease or permit for use of any Sports Facility to a third party that discriminates against any person on the basis of gender in the operation, conduct or administration of a Community Athletic Program.
5. This policy will be posted on the City website, along with the name, office address and office telephone number of any employee responsible for carrying out compliance with this policy.
6. This policy, and the name, office address and office telephone number of any employee responsible for carrying out compliance with this policy will be included in all City publications that contain information about athletic programs or facilities operated or administered by the City.

**Reporting**

Any citizen who feels she or he has been the victim of discriminatory treatment in violation of this policy should report this concern to the Parks and Community Services Director, the Deputy Director, or the Recreation Supervisor for appropriate investigation. (Attachment A)

## **ATTACHMENT A**

### **Employees Responsible for Carrying Out Compliance**

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