

NONDISCRIMINATION IN COMMUNITY ATHLETICS POLICY

1. **PURPOSE.** The purpose of this policy is to provide equal opportunities for all City of Pasco Community Athletics Participants and to prohibit discrimination on the basis of sex.

2. **STATEMENT OF POLICY.** The City recognizes the importance of athletics programs and other recreational programs in the lives of its citizens. The City strives to provide quality opportunities that will enrich and add value to the community. To this end, discrimination on the basis of sex in the operation, conduct or administration of community athletics programs for youth or adults is strictly prohibited. The City strives to treat all participants equally in regards to times, locations, and the quality of programs, equipment and facilities. All City employees, contractors, volunteers and third-party organizations working in or providing community athletics programs are required to abide by this policy and to comply with the requirements of the “Fair Play in Community Sports Act.”

3. **IMPLEMENTATION.**
 - A. This Policy, or an abbreviated reference to this Policy, will be published in any publication that includes information about the City’s athletics programs, or about obtaining permission to operate athletics programs. The full Policy shall be made available on the City’s website.
 - (1) The following abbreviated reference to this Policy may be used as provided in this Section:

“The City of Pasco complies with Washington’s ‘Fair Play and Community Sports Act’ that prohibits discrimination against any person in a community athletics program on the basis of sex. Any questions or comments, please contact Carleen Hanscom, Recreation Services Manager, at 525 North 3rd, Pasco, WA 99301, (509) 543-5790, hanscom@pasco-wa.gov.”

 - B. The City’s Recreation Services Manager, Carleen Hanscom, will be designated as the employee responsible for the City’s efforts to comply with the Fair Play in Community Sports Act. The Recreation Services Manager’s name, office address, office telephone, and e-mail shall be included in any publication or dissemination of this Policy as provided for in Section A above.

 - C. The Recreation Services Manager will prepare a written annual report no later than the last day of February of each year. The report shall include the following information:
 - (1) An inventory of current programs offered.

- (2) A general review of the equipment and facilities being utilized by each program.
 - (3) An identification of whether the programs are for male, female or coed participation.
 - (4) A reasonably accurate identification of the total number of participants and a breakdown of that number by gender.
 - (i) In the event any of the data is not readily obtainable, the Recreation Services Manager shall have until July 1, 2010 to implement a process for accurately tracking participation and any other information required for the report.
 - (5) The report shall include a statement of findings which identify any inequities. The report shall also include recommended corrective actions.
- D. Based on the report, the Recreation Department shall take appropriate action to remedy any inequities. Such action may include rescheduling of equipment and facility use, expansion of current programs and/or addition of new programs, or use of marketing campaigns to increase participation among an underrepresented gender.
- (1) Cutting programs in order to promote compliance with the Fair Play in Community Sports Act shall be considered a last resort and shall be done only if there is no other feasible method to bring the City's athletics programs into compliance.
- E. Nothing in this Policy shall prohibit the Recreation Services Manager from taking other corrective actions on a regular basis as the need may arise. Any corrective actions taken will be documented in writing.