



VI. KNOW THE SCORE: Judge Your School's Title IX Compliance

Now that you know more about Title IX, you can determine whether your school is in compliance. Complete the following worksheets to find the problem areas at your school. You can find the relevant information from the athletic director, administrators, coaches, athletes, and the school's website.

Do Girls Have Equal Opportunities to Play Sports?

A school has three different options to fulfill the “equal opportunities” requirement of Title IX. Therefore, if you answer “yes” to any one of the three following options, your school is providing equal opportunities to play sports.

1. Are the percentages of male and female athletes the same (or very close to the same) as the percentages of males and females enrolled at your school?

YES

NO

What is the total number of students in the school? _____

How many are female? _____

How many are male? _____

Divide the number of female students by total students _____%

Divide the number of male students by total students _____%

What is the total number of athletes on all teams at the school? (count all levels - varsity, junior varsity, etc.; do not include club or intramural athletes) _____

How many are female athletes? _____

How many are male athletes? _____

Divide the number of female athletes by total athletes _____%

Divide the number of male athletes by total athletes _____%

2. Does your school have a history and continuing practice of expanding athletic opportunities for female students?

YES

NO

In order to show a continuing practice of expanding athletic opportunities for females, the historically underrepresented sex, a school must either add new teams for females or add spots to existing female teams. Simply capping the size of boys' teams or cutting boys' teams does **not** count as expanding opportunities for girls. Furthermore, a school must show that it is **continuing** to add new teams or spots; if it has added teams in the past but is doing nothing presently, the school does not fulfill this aspect of the equal opportunities test.

The following can help you determine whether your school has a history and continuing practice of expanding athletic opportunities for girls (if you answer **false** to any of the following, the answer to this question is **no**):

Over the last few years, my school has added female teams:

True

False

Over the last few years, my school has not cut any female teams:

True

False

My school has a policy for adding new athletic teams that does not favor boys over girls:

True

False

My school has recently added female teams in response to female students' requests:

True

False

3. Is your school fully and effectively accommodating female students' interests and abilities in athletics?

YES

NO

A school's third option for complying with the "equal opportunities" component of the law is to show that it is already fully and effectively accommodating the interests of female students. In order for a school to prove this, it must demonstrate that it offers a varsity team for every sport in which there is:

- Sufficient interest and ability for a viable team; and
- A reasonable expectation of competition for that team in the institution's normal competitive region.⁵²

To determine whether there is sufficient interest and ability for a viable varsity team, a school should review its on-campus and feeder programs.⁵³ On-campus programs may include club sports, intramural sports, and physical education courses.⁵⁴ If your school has any female club teams for which there is no corresponding varsity team, such as a club lacrosse team, this may indicate that the school is not currently meeting the interests and abilities of female student athletes. The same is true for intramural teams or physical education classes that teach a particular sport. Feeder programs include high school programs (for colleges), junior high school programs, and recreational programs in the school's vicinity.⁵⁵ If girls elsewhere in the vicinity, but not at your school, are playing a particular sport, there may be unmet interest in that sport at your school.

A school may also conduct a thorough survey of enrolled students to determine unmet interest in a particular sport; however, the school should not rely on this method alone to determine interest and ability. Surveys can be a useful tool to measure the female student body's interests in athletics, but they should not be the school's only method of assessment.⁵⁶

In summary, compliance with this third method is unlikely if there is a sport not currently offered to females **but** for which there is competition in the region and 1) a club team; **or** 2) an intramural team; **or** 3) a physical education class which teaches that sport.⁵⁷ Compliance is also unlikely if the school has refused requests by female students to add a varsity, junior varsity, or frosh-soph team.

Are Girls Provided Equal Levels of Competition?*

Does your school provide male and female athletes similar competitive opportunities?

YES

NO

Title IX covers more than just the quantity of teams and athletes; it also applies to the quality of competitive opportunities for male and female athletes.⁵⁸ For colleges, both men's and women's teams should compete at the same NCAA division level.

When determining the quality of competitive opportunities for males and females, consider the following:⁵⁹

- Number of competitive events provided for each team at the school's competitive level (i.e., NCAA division)
- Overall percentage of boys' and girls' events below the school's competitive level

Note: If your school does not provide similar competitive opportunities for males and females, it may still be in compliance with Title IX if it has a history and continuing practice of upgrading the competitive opportunities available to females.

*Applies mainly to colleges and universities

Do Girls Receive Equal Treatment and Benefits?

Please refer to the preceding chapter on fair treatment and benefits to determine whether your school treats girls the same as boys in these respects. Then check either “yes” if your school treats girls equally for that aspect, or “no” if it does not.

1. Equipment and Supplies (For example, game apparel, bats, balls, pitching machines, weights, etc.)

YES NO

2. Locker Rooms (For example, boys’ and girls’ locker rooms should have comparable amenities such as showers, toilets, lockers to accommodate equipment, etc.)

YES NO

3. Practice and Competitive Facilities (For example, playing fields, scoreboards, goals, and bleachers, etc. should be of equal quality for all teams)

YES NO

4. Scheduling of Games (For example, dates, times and numbers of scheduled games, number of pre-season and post-season opportunities)

YES NO

5. Scheduling of Practice Times (For example, dates, times, length and numbers of scheduled practices)

YES NO

6. Coaching (For example, availability and ratio of coaches to athletes, including assistant coaches, their qualifications and compensation)

YES NO

7. Travel and Related Expenses (For example, methods of transportation, dining allowances, accommodations, etc.)

YES NO

8. Publicity (For example, school newspaper articles, cheerleaders in attendance at games, public address announcements, school calendars, pep rallies, etc.)

YES NO

9. Access to Tutoring (For example, qualifications of tutors, availability of tutors, number of students per tutor per session, facilities and materials available, etc.)

YES NO

10. Medical and Training Facilities and Services
(For example, availability and quality of weight-training facilities, athletic trainers, medical personnel, etc.)

YES NO

11. Housing Facilities and Services*

YES NO

12. Dining Facilities and Services*

YES NO

13. Recruitment of Student Athletes* (For example, substantially proportionate to numbers of male and female athletes at the school)

YES NO

14. Support Services (For example, clerical or administrative support provided to the teams)

YES NO

* Applies mainly to colleges and universities

Are Girls Offered Proportional Scholarship Awards?

Do female athletes receive their fair share of athletic scholarship money?

YES

NO

Institutions must provide financial aid in proportion to the number of students of each sex participating in intercollegiate athletics.⁶⁰ The law does not require that the total **number** of scholarships be proportionate to the number of participants of each gender or that individual scholarships be **of equal dollar value, but it does require** that the total dollar amount of scholarship aid given to females be **substantially proportionate** to their participation rates.

To determine whether proportionately equal amounts of financial assistance are available to men's and women's athletic programs, divide the amounts of aid available for the members of each sex by the numbers of male or female participants and compare the results. Financial assistance includes not only grants, but also work-study aid and loans.⁶¹

Example: University X provides \$450,000 in financial assistance to male athletes and \$400,000 to female athletes. There are 360 male athletes and 320 female athletes at the school.

$\$450,000/360 = \$1,250$ per male athlete

$\$400,000/320 = \$1,250$ per female athlete

Because the amount of scholarship money is proportional to the number of athletic participants of each gender, this school is in compliance with this component of the law. Note, however, that the school does not actually have to give \$1,250 to every athlete; some athletes may receive more scholarship money, and some athletes may receive none.