



**GRAND RIVER** | SOLUTIONS

# Title IX | Athletics

North Dakota University System  
NAIA - NCAA Div. I & II - NJCAA

February 2022

# Meet Your Facilitators



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*He/Him/His*

Senior Director of Compliance &  
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# About Us

## Vision

We exist to help create safe and equitable work and educational environments.

## Mission

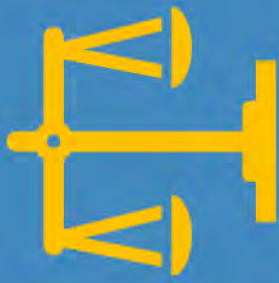
Bring systemic change to how school districts and institutions of higher education address their Clery Act & Title IX obligations.

## Core Values

- Responsive Partnership
- Innovation
- Accountability
- Transformation
- Integrity

# Agenda

- 1** **What is Title IX?**  
Measure What Matters
- 2** **Historical Context**  
Civil Rights
- 3** **Prohibited Conduct**  
Examples
- 4** **Covered Entities**  
Employment Implications
- 5** **Title IX & Athletics**  
Access & Treatment
- 6** **Title IX & Evaluation**  
Show me the data...
- 7** **Title IX & NIL**  
Implications
- 8** **Review & Apply**  
Title IX & EADA



# What is Title IX?

Measure What Matters

01

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We are aware of the current state of North Dakota law and the potential changes (legislation passed and vetoed 2021).

## Sex vs Gender

This presentation will not cover the Federal Register Notice of Interpretation and (6.16.21): Orientation and Gender Identity in Light of Bostock v. Clayton County

# Ted Lasso Inspiration



“

*You say impossible,  
but all I hear is 'I'm possible.'*

”

BRIBERS SOLUTIO  
MS

## Title IX of the Education Amendments Act of 1972

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." 20 U.S.C. § 1681 (1972).



# Title IX | Intent

- **Intent:** Bring treatment of the disadvantaged gender up to the level of the advantaged group.



# Title IX | Criticism

- **Ongoing Criticism:** Title IX causes men's sports to be cut
- **New Criticism:** "Title IX...integrates women and men in classrooms and segregates them in sports." – E. Sharrow



# Title IX | Compliance Motivation

Failure to comply can result in

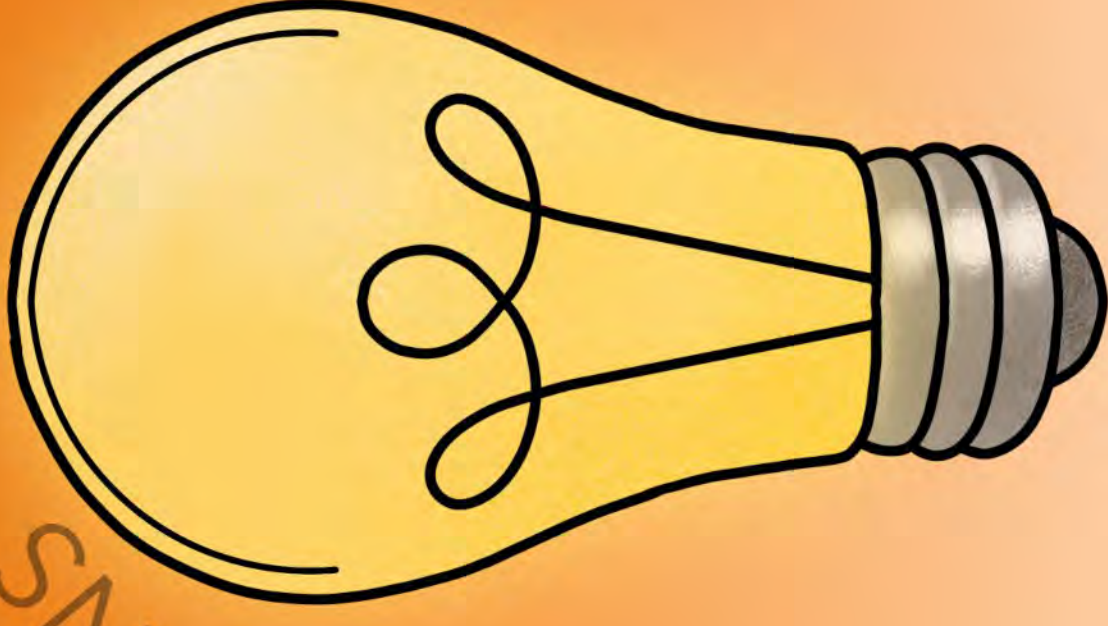
- Federal funding loss
- Lawsuits
- Reputational/brand damage

# RISK

# Title IX | Compliance Motivation

Successful compliance can enhance

- Enhance enrollment management
- Persistence and graduation
- Overall athletic program competitiveness
- Alumni engagement and giving
- Sponsorship opportunities



# Actual Motivation



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# Historical Context

Civil Rights

02

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# Historical Context

- **1868** – 14<sup>th</sup> Amendment granted citizenship to all persons "born or naturalized in the United States," including formerly enslaved people, and provided all citizens with "**equal protection under the laws**," extending the provisions of the Bill of Rights to the states.

# Historical Context

- **1964** – Title VII of the Civil Rights Act prohibits **employment** discrimination based on race, color, religion, sex and national origin.



# Historical Context



- **1965 & 1968** – **President Johnson** issues Executive Order 11246 prohibiting **federal contractors** (with consequences for not complying) from discrimination in employment on the basis of race, color, religion, or national origin. Subsequently included “sex” to the list and renamed E.O. 11375

# Historical Context



- **1970 - Bernice Sandler** "Godmother of Title IX"  
*"I had made the connection, that, since most universities and colleges had **federal contracts**, they were forbidden from discriminating in employment on the basis of sex."*

# "How Bernice Sander, 'Godmother of Title IX', Achieved Landmark Discrimination Ban."

-NPR.com 1/10/219

- Which of Bunny's experiences stood out to you?
- How do/don't you relate to that experience?
- How might higher education (as an employee) be different today if Bunny had not filed the class-action complaint?

# Historical Context



- **1970** – MI Rep. **Martha Griffiths** “Mother of the Equal Rights Amendment” make first speech in U.S. Congress about discrimination against women in education. OR Rep. **Edith Green** holds congressional hearings on women’s education and employment.

# Historical Context



- **1972** - HI Rep. **Patsy Mink**, major author and sponsor of Title IX of the Civil Rights Act. IN Sen. **Birch Bayh** aka “Father of Title IX” contributes to crafting and getting bill passed. In 2002, Title IX renamed the “Patsy Mink Equal Opportunity in Education Act” in memoriam.

# Historical Context



- **1972** – **President Nixon** signs Title IX into law.
- **1975** – **President Ford's** administration issues Title IX regulations (3-part/prong test established)
- **1979** – Office for Civil Rights created (enforces federal law)

# Historical Context



- Litigation over Title IX (successful)
- Congress overturns with change in the law
- We will cover again later

# Title IX

## Prohibited Conduct

### Prohibited Conduct

- *Specific prohibitions.* Except as provided in this subpart, in providing any aid, benefit, or service to a student, a recipient shall not, **on the basis of sex:**
- Treat one person differently from another in determining whether such person satisfies any requirement or condition for the provision of such aid, benefit, or service;
- Provide different aid, benefits, or services or provide aid, benefits, or services in a different manner;



# Title IX

## Prohibited Conduct

### Prohibited Conduct

- Deny any person any such aid, benefit, or service;
- Subject any person to separate or different rules of behavior, sanctions, or other treatment;
- Discriminate against any person in the application of any rules of appearance;
- Apply any rule concerning the domicile or residence of a student or applicant, including eligibility for in-state fees and tuition;

# Title IX

## Prohibited Conduct

### Prohibited Conduct

- Aid or perpetuate discrimination against any person by providing significant assistance to any agency, organization, or person which discriminates on the basis of sex in providing any aid, benefit or service to students or employees;
- Otherwise limit any person in the enjoyment of any right, privilege, advantage, or opportunity."



# Prohibited Conduct

Examples

03

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# Examples | Sex Discriminations



-Denying admission of a person into an educational or training program on the basis of sex;



-Disqualifying a person for a research position on the basis of sex when it is irrelevant to ability to perform the job;



-Providing unequal educational resources to students of one sex compared to another;



-Engaging in gender-based or sexual harassment such as making unwelcome sexual comments, advances, and/or name-calling on the basis of sex.

# Examples | Sexual Harassment



Unwelcome and inappropriate advances to students and employees of a research lab made by professors, employees, researchers, teachers, and/or students;

Sexual assault of a student or employee by a doctor or other medical staff in a student sports medicine program or other clinical.



# Covered Entities

Employment Implications

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# Who Investigates What?

- Sex discrimination/harassment in an **educational program** complaints => Office for Civil Rights (**OCR**)
- Sex discrimination for **employment** complaints => U.S. Equal Employment Opportunity Commission (**EEOC**)
- *Retaliation for filing a discrimination complaint is federally prohibited!*

# Title IX Covered Entities

Colleges and universities,  
including all the programs  
they operate, regardless of  
which program receives  
federal financial assistance

Student Recruitment

Counseling

Admissions



# Title IX Covered Entities

Educational programs  
(including individual  
courses)

Research

Financial and  
employment  
assistance

**BEWARE** closely held  
organizations and  
moving behavior "out  
of campus control"

Housing

Health and insurance  
benefits and health  
services



# Title IX & Clery Act Violence

- Sexual and interpersonal violence response is another part of Title IX Compliance (as well as Clery Act compliance)
- Athletics leadership and staff are very often
  - **Responsible Employees/Persons with Authority (Title IX)** and/or
  - **Campus Security Authorities (Clery)**

# Title IX & Clery Act Violence

- What are Athletics leadership and staff expected to do after receiving a report?
- What are Athletics leadership and staff **not** expected to do after receiving a report?

# Hypothetical One

Several student-athletes are in the training room to receive treatment. A student trainer is providing the treatment, but the Head Athletic Trainer is providing oversight and is in the room.

The Head Athletic Trainer overhears the student-athletes gossiping about a teammate's sexual encounter while under the significant influence of alcohol (stumbling, etc.).

What to do?

# Hypothetical Two

Several student-athletes are in the training room to receive treatment. A student trainer is providing treatment to Soccer Sue, but the Head Athletic Trainer is providing oversight and is in the room.

Soccer Sue seems upset, and later the student trainer confides to the Head Athletic trainer she's worried Soccer Sue may have been sexually assaulted last weekend.

What to do?

# A Word About Athletes and Assault

- There are some studies that say that student athletes are more likely to commit violence, but there are a number that show student athletes are more likely to experience violence.
- My approach? Don't blame or accuse student athletes; engage and recruit them to lead and set an example.
- Natural leaders and team players.
- Students look up to them.
- Can gather and train them efficiently.

# Switching Gears

And now  
for something  
completely different...



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# Title IX Employment Implications

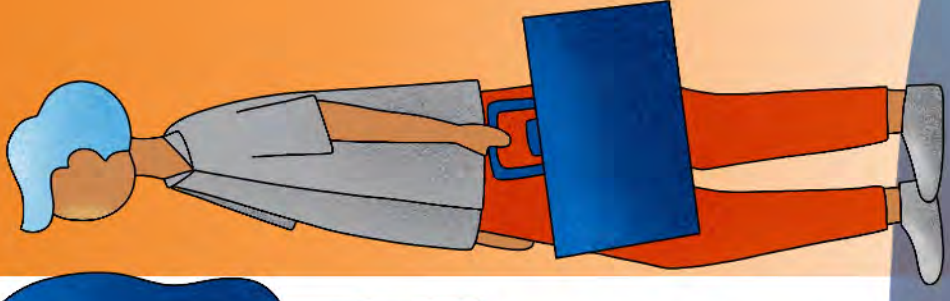
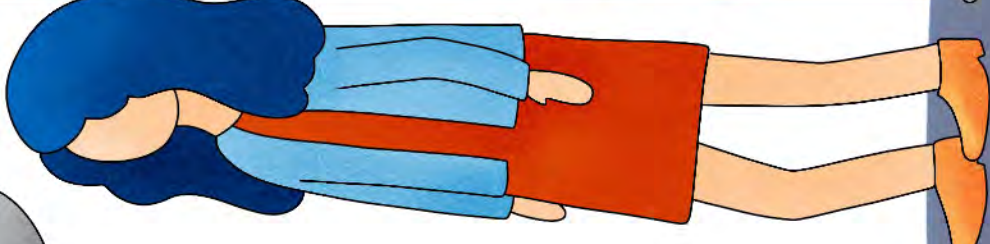
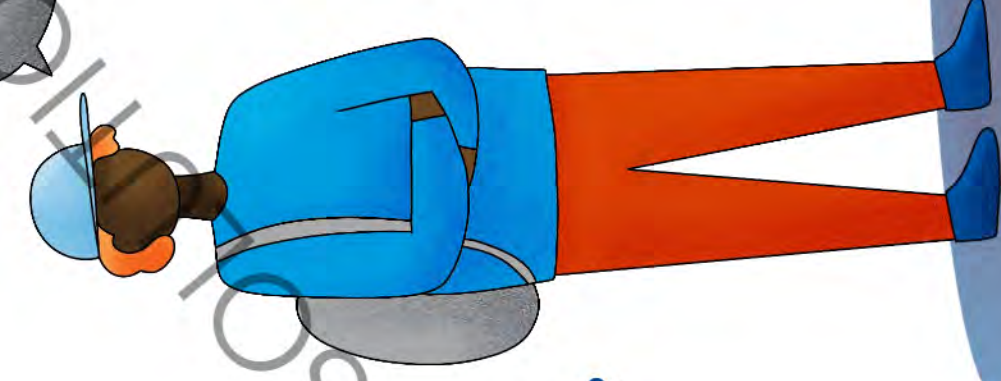
- Salary and equity





# Title IX Employment Implications

- Pure pay equity issues (beyond Athletics)
- Title VII, OFCCP, other laws
  - Equity regardless of sex/gender
  - Compare like to like
  - But we are not a factory (w/ banded pay)!
  - Higher ed titles
  - What about unicorns?
- Separately, is pay equity a Title IX Athletics issue?
  - Does higher pay mean a better coach?
  - Look at the market per sport (better/best may have different costs)
- Think broadly/narrowly; don't be cute.



# Quiz

- Who does Title IX apply to?

- What is prohibited by Title IX?

- Is retaliation for reporting an employer or educational program Title IX complaint legal?

**Break Time!**

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# Joe's major contribution to intercollegiate athletics came as:



A	Left wing for the Oswego State men's ice hockey team
B	Left field for the Oswego State baseball team
C	Left Tackle for the Oswego State football team
D	Left out of anything involving athletics



05

# Title IX & Athletics

Access & Treatment

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# Title IX & Athletics

- **1979** – OCR’s Intercollegiate Athletics Policy Interpretation
- **1987** – Civil Rights Restoration Act
- Equal **access** and equivalent **treatment**

# What's a Sport? Program Structure and Administration

Budget and support services?

Athletics aid available?

Recruitment?

# What's a Sport?

## Team Preparation and Competition

Practices provided similarly to other established sports?

Athletes eligible for athletics aid?

Athletes recruited similarly to other established sports?



# What's a Sport?

## Team Preparation and Competition

Ability matters?

Pre-season/post-season? Championships?

Purpose: compete vs support/promote  
other sports?

# Title IX & Athletics

*Overall men's vs. women's program comparison (not sport to sport)*



Intercollegiate athletics  
(evaluated separately)



Club sports (evaluated  
separately)



Intramural sports  
(evaluated separately)

## Title IX Does Require

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- EQUAL opportunity for both sexes to become intercollegiate athletes

## Title IX Does Not Require

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- Sports program at all
- Quality sports program, specific conference or level
- Specific # of teams overall
- Same # of teams for both sexes
- Same sports for both sexes

## Title IX Does Require

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- EQUIVALENT treatment of participants in OVERALL programs (i.e., not sport to sport)

## Title IX Does Not Require

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- = funding for both programs
- = funding/benefits to both teams in same sport
- Specific benefits in general or to a specific team

# Title IX & Athletics

**1. Access | Accommodation of Interests & Abilities** (includes 3-part & 2-part tests)

**2. Treatment | Athletic Financial Assistance**

**3. Treatment | Other Athletic Benefits & Opportunities** (offsetting benefits permitted)

# Title IX & Athletics

## Access

## Participation 3-part test

1a. Proportionality (within +/-1%)

1b. Continued program expansion for underrepresented sex

1c. Full accommodation of the underrepresented sex

# Title IX & Athletics

## Access

## Competition 2-part test

*There's more!*

1d. Equivalently advanced competitive opportunities for both genders; or

1e. Demonstrate continuing upgrades of competitive opportunities for the historically disadvantaged sex

# Title IX & Athletics

- **Access | Three-part test**
- 1a. Whether intercollegiate level participation opportunities for male and female students are provided in numbers **substantially proportionate to their respective enrollments; or**



# Which sex is "underrepresented"?

A

Program	Enrollment	Participation
Men	55%	35%
Women	45%	65%
Total	100%	100%

B

Program	Enrollment	Participation
Men	55%	55%
Women	45%	45%
Total	100%	100%

C

Program	Enrollment	Participation
Men	55%	54%
Women	45%	46%
Total	100%	100%

# Title IX & Athletics

- **Access | Three-part test**
- 1b. Where the members of one sex have been and are underrepresented among intercollegiate athletes, whether the institution can show a **history and continuing practice of program expansion which is demonstrably responsive** to the developing interests and abilities of the members of that sex; or

# Title IX & Athletics

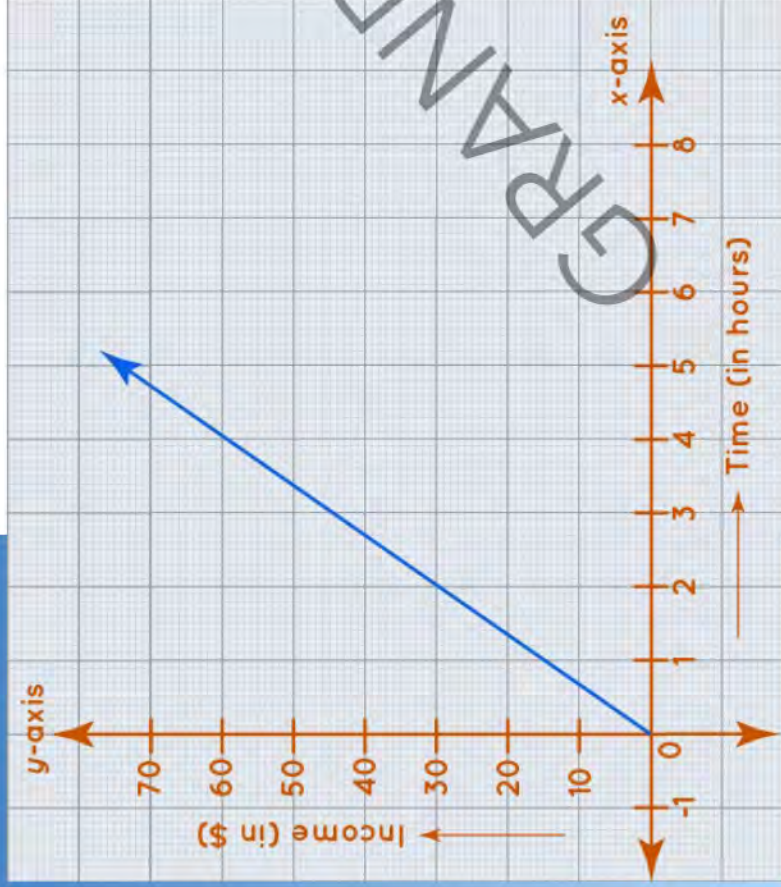
- **Access | Three-part test**
- 1c. Where members of one sex are underrepresented among intercollegiate athletes, and the institution cannot show a history and continuing practice of program expansion, as provided above, whether it can be **demonstrated that the interests and abilities of the members of that sex have been fully and effectively accommodated** by the present program.

# Title IX & Athletics

## Access | Three-part Test



Linear Graph



- So how do we know?

- Survey

- Forums

- Contact address to express interest

- Other?

# Title IX & Athletics Treatment | Athletic Financial Assistance

- Count the money (awarded, not just budgeted)
- Count the participants (first countable contest status)
- **Note:** athlete's aid is counted ONCE program-wide (not by sport)
- **BEWARE:** multi-year scholarships are not (yet) currently specifically noted for Athletic Financial Assistance or the "Laundry List" but take care to ensure equitable application should be applied.

# Title IX & Athletics

## Treatment “Laundry List”

### **Treatment | Other Athletic Benefits & Opportunities** (benefits can offset)

- Provision and maintenance of equipment and supplies
- Scheduling of games and practice times
- Travel and per diem allowances
- Opportunity to receive tutoring and assignment and compensation of tutors
- Opportunity to receive coaching, and assignment and compensation of coaches

# Title IX & Athletics

## Treatment “Laundry List”

### **Treatment | Other Athletic Benefits & Opportunities** (benefits can offset)

- Provision of locker rooms, practice and competitive facilities
- Provision of medical and training facilities and services
- Provision of housing and dining facilities and services
- Publicity
- Support services
- Recruitment of student-athletes



# Title IX & Evaluation

Show Me the Data

06

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# Title IX & Evaluation

## *Policy Review*



Institutional policies  
and administrative  
guidelines



Athletic handbook



Athletic Code of  
Conduct



Individual team  
rules and  
discipline policy

# Title IX & Evaluation

## *Participation Data*

Number of total men and women at the institution.

Total number of men and women participating in each institution's sport.

**Note:** Multi-sport athletes are counted for each sport.

# Title IX & Evaluation

## Funding Regardless of Source



Budgets and expenditures



Booster clubs and donations



Endowments



Fundraising



Guarantees and ticket sales

# Title IX Fundraising Hypothetical

- **Funding regardless of source**

- The Development Office calls. Famed and beloved alum Rich Oilson has decided to sell his petroleum company for north of \$2 billion and donate 10% to his alma mater, dedicated to financially support the baseball team. He played left field (actually).

- \$200 million is by far the largest gift in your institution's history.

As you are celebrating what will surely be a glistening new stadium, private jet travel, and many baseball championships in the years to come, something makes you think back to Joe and Cora...

# Title IX Fundraising Hypothetical

- **Funding regardless of source**

Program	Enrollment	Participation	Sports	Expenditures
Men	47%	51%	8	50%
Women	53%	49%	10	50%

- What are the issues?
- How can you address?
- What can you tell the Development Office?

# Title IX & Evaluation

## Athletics Aid | Who Counts?

- **Status as of first countable contest** (all seasons)
  - On roster? Yes
  - Joins after? Yes
  - Leaves team after? Yes
  - Practices or becomes medical hardship? Yes



# Title IX & Evaluation

## Expenditure “Treatment” Examples

- Per diem, pre/post-game meals
- Housing funds
  - Travel
  - Night before home contest
  - During term breaks





# Title IX & Evaluation

## Expenditure “Treatment” Examples

- Recruitment funds
- Athletic trainers & sports information staff travel
- Print materials (media guides, schedule cards, etc.)
- Student manager compensation



# External Media

- Not bound by Title IX; they can report on one gender, etc.
- But are we helping or encouraging them to do so?

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# Internal Media

What do our press releases and our own web site look like? Equitable?

"Gotta read the fine print" for certain sports?

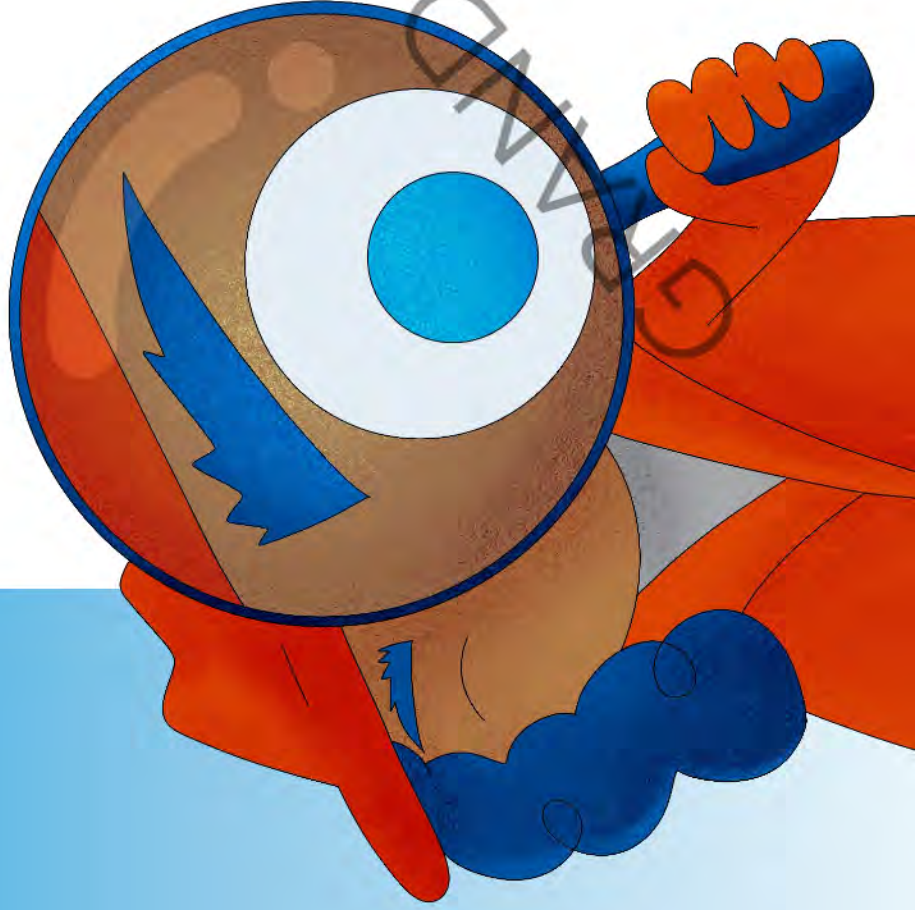
What about our internal press and publicity tools? Are we using the power of those equitably?

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# Internal Media

- Hypo: Yuan YouTube is a first year graphic design phenom. Yuan's videos have been called "Disney quality" and he will be interning this year for the hockey teams making top notch videos for Men's and Women's hockey games. He has no interest in other sports and doesn't want to do videos for football, basketball, field hockey, or any other teams. Your Communications lead says no brainer to hire Yuan.
  - Do you see any issues?
  - Is there any other information you need?



# What about NIL?!

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# Title IX & NIL

Implications

07

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# Title IX | Name, Image & Likeness



## Equal Treatment

Ensure equal opportunities for media training and institutional facilitated contracts



## Beware

Earned income impacts student-athletes' financial aid packaging



## Beware

International student-athletes are at risk of losing F1 (aka student) visa status if employed



# Questions?

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**Break Time!**

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# Review & Apply

Title IX & EADA

80

# Ted Lasso Inspiration



“

*There's two buttons I never like to hit, alright?*

*And that's 'panic' and 'snooze.'*

”

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# Review and Apply Title IX to Athletics

# Title IX | Institutions MUST provide!

Equal Access | Accommodation of Interests

Equal Treatment | Athletic Financial Assistance

Equal Treatment | Other Athletic Benefits & Opportunities

# Title IX | Evaluation Progression

Equal  
Access

Access  
3-part test (1)  
&  
2-part test (1)

Equal  
Treatment

Treatment  
Financial  
Assistance  
(program wide)

Treatment  
Benefits &  
Opportunities  
(program wide)

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## Access | 3-part test (1)

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- Proportionality; or
- Continued program expansion for underrepresented sex; or
- Full accommodation of the underrepresented sex  
(count participation per sport)

## Access | 2-part test (1)

---

- Equivalently advanced competitive opportunities; or
- Demonstrate continuing upgrades of competitive opportunities

# Cutting Sports

BEWARE if cutting sports for underrepresented sex...

- Must be in compliance in ALL other areas (access, scholarships, treatment)

# Treatment | Financial Aid

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- Assess the proportionality of aid to participation (count aid per overall program)

# Treatment | Benefits & Opportunities

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The “Laundry List”

**Beware:** new topics may be relevant under overall Title IX compliance!



## Tiering

BEWARE impact

- Participant proportion? i.e. by team doesn't "count"
- Scholarships proportion?

# “EADA Report” | Equity in Athletics Disclosure

- Designed to make prospective students aware of a school's commitment to providing equitable athletic opportunities for its men and women students.
- Any co-educational institution of higher education that participates in a **federal student aid program** must prepare an EADA Report by October 15 and submit.
- Data published at Office of Postsecondary Education on the Equity in Athletics Data Analysis Cutting Tool website located at <http://ope.ed.gov/athletics>

**BEWARE**

• Title IX and EADA are NOT the same!

- Drastically different definitions...

# EADA Report

- What do you notice?
- General Information: # FT undergraduates, breakdown by gender
- Athletics Participants
- Coaching Staff & Salaries
- Revenues & Expenditures
- Supplemental Info



# Title IX

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- Must comply if institution accepts **federal funding**
- DO count participants that join after first date of competition
- DON'T count male practice players on women's team as participants (not S-A).

# EADA

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- Must comply if institution participates in **federal student loan program**
- DON'T count participants that join after first date of competition
- DO count male practice players on women's team as participants

# Title IX

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- DON'T count scrimmage...best practice is first contest toward contest maximums.
- DON'T count volunteer assistant coaches
- DO separate athletic scholarships by regular season, 5th year and summer term

# EADA

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- DO count scrimmage as first contest (if scored).
- DO count volunteer assistant coaches
- No mention, presumption is combine all athletic scholarships together

# Title IX

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- DO include all fund sources for recruitment expenses
- Game day compliance is evaluated by quality and other criteria.
- Compliance does not rely on total expense or revenue analysis.

# EADA

---

- DON'T count expenses not reimbursed by institution (i.e. donated funds)
- DO count game expenses by team / participant
- DO tally all total expenses and revenues by sex

# EADA Takeaway

- Supplemental Info Section
- "EADA report is not indicative of Title IX compliance due to differences in data collection requirements."



# Participation 3-part Test

## Prong 1: Proportionality

- Analyze overall enrollment

	FT Undergrad Enrollment	Rate of Enrollment
<b>Program</b>	<b># FT Undergrad Enrollment</b>	
Men	4,000	40%
Women	6,000	60%
<b>Totals</b>	<b>10,000</b>	<b>100%</b>

# Participation 3-part Test

## Prong 1: Proportionality

- Analyze athletic participation

	Athletic Participation		
Sport	# Women	# Men	
Baseball		40	
Volleyball	15		
Soccer		25	
Soccer	20		
<b>Totals</b>	<b>35</b>	<b>65</b>	
<b>Rates</b>	<b>35%</b>	<b>65%</b>	

# Participation 3-part Test

## Prong 1: Proportionality

- Compare rates: enrollment vs participation

Compare Rates		
Program	Rate of Enrollment	Rate of Participation
Women	40%	35%
Men	60%	65%
<b>Totals</b>	100%	100%
<b>Access Evaluation</b>		<b>NOT IN COMPLIANCE!</b>

# Participation 3-part Test

## *Prong 1: Proportionality*

### **Potential Remedies?**

- There *may* be a buffer of 2-5% based on OCR's 1996 Policy Clarification mathematical calculation (depending upon size of athletics program...larger programs get less leeway)
- Roster management
- Remove impediments for multi-sport student-athletes

# Participation 3-part Test

## Prong 2: *Expansion history*

- Analyze history of program expansion

	Athletic Participation		#Men
<b>Sport</b>	Women		
Baseball			1960
Volleyball	1980		
Soccer			1970
Soccer	2000 (20+ years ago)		
<b>Access Evaluation</b>			<b>NOT IN COMPLIANCE!</b>

# Participation 3-part Test

## *Prong 2: Expansion history*

### **Potential Remedies?**

- Add new teams for underrepresented sex
- Add opportunities on existing teams (such as Junior Varsity with competition AND coaching)
- Replace teams for underrepresented sex
  - **ONLY** if old team demonstrates lack of interest and lack of competition
  - **AND** new team provides greater number of opportunities in comparison to old team

# Participation 3-part test

## *Prong 3: Full, effective accommodation*

- Club Women's Tennis desires varsity elevation
- Sufficient competition in reasonable distance?
- Sufficient interest on campus and recruitment pipeline?

# Participation 3-part test

## Prong 3: Full, effective accommodation

### Sufficient competition within mileage radius?

	Sufficient Competition within mileage radius		
<b>Program</b>	<b># of Trips</b>	<b>Total Miles</b>	<b>Ave. RT Trip Mileage</b>
Women	20	6,000	300
Men	30	12,000	400
<b>Women's Tennis</b>	<b>Est. 10</b>	<b>Est. 1,000</b>	<b>Est. 100</b>



# Participation 3-part test

*Prong 3: Full, effective accommodation*

## **Sufficient on-campus interest and pipeline?**

- There is an on-campus tennis court.
- Club Women's Tennis has consistently had 15 participants each year for the past five years.
- 10 high schools with a 250-mile range of the institution sponsor varsity tennis for girls.

# Participation 3-part test

*Prong 3: Full, effective accommodation*

## **Implications of Institutional Choice**

- Elevate Club Women's Tennis to varsity
  - Will meet Part 3 of the 3-part test and be in compliance with Title IX.
- Maintain club status of Women's Tennis
  - Will be in violation of Title IX and may be subject to loss of federal funding, lawsuits and reputational damage.

# Competition 2-part test

## Prong 1: Equivalent competition level

### Elevating Women's Tennis

- Institution decides to elevate club women's tennis to varsity.
- Newly minted varsity women's tennis team joins the same conference its peer varsity sports compete in.

• => **in Title IX compliance...thus far!**

# Treatment

## What about...

- **Athletics Aid:** institution does not offer athletics aid to any student-athletes
  - => **in Title IX compliance...thus far!**
- **Benefits & Opportunities:** institution reviews the “laundry list” and ensures equitable treatment to women’s tennis student-athletes

**Outcome: Title IX compliance!**

Quiz: Of all the people on Earth who could teach it, the best trainers on Title IX and Athletics are:

A

Cora and Joe

B

Joe and Cora

C

A and B



# Questions?

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# Ted Lasso Inspiration



“

*Doing the right thing is never the wrong thing.*

”

# Sources

- [Dear Colleague Letter: Athletic Activities Counted for Title IX Compliance](#)
- [National Women's Law Center](#)
- [Office for Civil Rights | U.S. Department of Education](#)
- [Title IX: A Brief History \(I. Valentin\)](#)
- [Title IX and Intercollegiate Athletics \(V. McMurtie Bonnette\)](#)
- [Title IX | US Dept of Health & Human Services](#)
- [Women's Sports Foundation](#)



# Thank you!

## Email Us

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