



**Parks, Recreation & Community
Services Department**

Non-Discrimination Policy

PURPOSE

The purpose of this policy is to ensure that the City of Airway Heights Parks, Recreation & Community Services Department community athletics programs and related facilities and third-party sponsored community athletics programs do not discriminate against any person on the basis of sex in the operation, conduct, or administration of community athletics programs for youth or adults. The intent of this policy is to expand and support equal participation in community athletics programs and to provide all community athletics programs with equal access to city facilities.

BACKGROUND

Title IX of the Education Amendments of 1972 to the 1664 Civil Rights Act is a federal statute created to prohibit sex discrimination in education programs that receive federal financial assistance.

In 1975, the state of Washington adopted its own Title IX legislation in RCW 28A.640.010, which prohibits inequality in the educational opportunities afforded to women and girls at all levels of public schools in the State.

IN 2009, the State Legislature enacted Engrossed Substitute Senate Bill 5967 to help better ensure non-discrimination with regard to community athletics programs. That legislation is now codified at RCW 49.60.500 & 49.60.505, and 35.21.910.

By January 1, 2010, each city operating a community athletics program or issuing permission to a third party for the operation of such program on its facilities shall adopt a policy that specifically prohibits discrimination against any person on the basis of sex in the operation, conduct, or administration of community athletics programs for youth or adults.

DEFINITIONS

Community Athletics Program: means 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 Airway Heights.

Third Party Sponsor: means a third party receiving a lease or permit from the City of Airway Heights for a community athletics program.

POLICY

It is the Policy of the City of Airway Heights Parks, Recreation & Community Services Department that all community athletics programs and related facilities will be operated, maintained, and administered to meet the recreational needs of all citizens, regardless of sex.

All contracts with third party sponsors and permit applications to organize community athletics programs will contain language that prohibits the third party sponsor from discriminating against any person on the basis of sex in the operation, conduct, or administration of community athletics programs for youth or adults.

CONTACT INFORMATION

This policy shall be administered by the Airway Heights Parks, Recreation & Community Services Department. All complaints of discrimination should be submitted in writing to Mr. J.C. Kennedy, City of Airway Heights Parks, Recreation & Community Services Director.

City of Airway Heights Parks, Recreation & Community Services Department

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