



AAUW PROGRAM IN A BOX

TITLE IX COMPLIANCE: KNOW THE SCORE



AAUW | BREAKING THROUGH BARRIERS

AT A GLANCE

TITLE IX COMPLIANCE: KNOW THE SCORE

PROGRAM OVERVIEW

Use this Program in a Box to help high schools reach Title IX compliance in athletics without the threat of expensive litigation.

INTENDED AUDIENCE

AAUW members and branches

PROGRAM FORMAT

Lecture, panel discussion, workshop, or investigation

TIME CONSIDERATIONS

Branch Meetings

Time frame: Anytime

Estimated planning time: Allow three to four weeks of planning if there will be an invited speaker (such as a local Title IX expert, a high school coach, or a high school athlete). If the branch program features a documentary or simply discusses the issues relevant to the project, allow one to two weeks of planning time.

Estimated presentation time: The branch meeting presentation can be as long or as short as members would like.

Investigations

Time frame: Anytime

Estimated planning time: Branch members should meet for an hour or two at least one to two weeks in advance to go over the steps and divide up the work (such as who will look for participation numbers and who will attend sporting events to evaluate how the boys' and girls' games compare).

Estimated presentation time: If planned well, each step of the "smell-test" investigation can be conducted within two weeks. Executing the steps should occur within at least a three- to four-month period. Conducting a more thorough investigation or planning follow-up activities will require additional time.

RESOURCES NEEDED

Staff: One or two branch members can plan and carry out the branch meeting. At least two branch members should work on the smell-test investigation. Two people can take on the entire job, or more volunteers can join in and split up the four tasks.

Space: Space for the branch meeting or space to plan the investigation and talk about findings and next steps

Advertising: Only necessary if branches want to open the meeting to the public or advertise the smell-test findings in the community

Speakers or consultants: Although not necessary, you can invite a speaker, such as a local Title IX expert, a high school coach, or a high school athlete to attend the branch meeting.

Supplies: For the smell-test investigation, you will need to have a notepad and pen to document your findings.

Handouts: Title IX Compliance: Know the Score handouts (see the tools section), AAUW membership brochures

Budget considerations: If branches invite a speaker for their meeting, consider offering a small honorarium or gift. If the speaker is coming from out of town, consider paying for her or his transportation costs.

BENEFITS TO YOUR STATE, BRANCH, OR COMMUNITY

- Offers opportunities to learn more about Title IX
- Helps people better understand the importance of athletics to girls
- Helps strengthen or create ties with a local high school
- Helps local schools avoid costly lawsuits
- Offers opportunities to recruit new members

PROGRAM DETAILS

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In collaboration with the Legal Aid Society—Employment Law Center and the Women's Sports Foundation, the AAUW Legal Advocacy Fund produced a tool kit with materials about Title IX and high school athletics and documents that can help AAUW members find out if their local school is Title IX compliant. These tools are included in this Program in a Box.

OVERVIEW

SPORTS HELP GIRLS SUCCEED

Thousands of girls and young women who play sports in high schools nationwide love being athletes and being part of a team. Sports offer girls and young women the chance to do what they love, and their participation provides them with many benefits and opportunities to help them succeed in school and later in life by helping them with the following:

- Higher than average levels of self-esteem
- Important life lessons such as collaboration, discipline, and competitiveness
- Leadership and team-building skills
- Better grades than nonathletes
- Opportunities to earn scholarships to college
- Reduced risk of developing cancer and similar diseases
- Lower prevalence of sexual risk-taking behaviors

Her Life Depends on It, a report by the Women's Sports Foundation, found that physical activity and sports are fundamental solutions for many of the health and social problems that girls face. These include obesity, heart disease, substance abuse, teen pregnancy, and depression, which account for much of the more than \$1 trillion spent on health care for treating these issues. The President's Council on Fitness and Sports also extols the benefits of sports.

WHY GIRLS NEED YOUR HELP

Today, girls make up 49 percent of the nation's high school population, but they account for only 41 percent of high school athletes. Many schools across the United States fail to treat girls and young women fairly with respect to athletic participation, athletic facilities, and other benefits. This treatment is potentially illegal under Title IX of the Education Amendments of 1972, a federal law that prohibits sex discrimination against students and employees of publicly funded educational institutions. Title IX states, "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."

Few schools are held accountable for sex discrimination in athletics, and few parents and students have the resources necessary for costly litigation when discrimination occurs. Forcing schools to use limited funds for litigation is not ideal either.

PROGRAM LOGISTICS

Step One: Learn about Title IX and relevant legislation for local programming.

Learn more about Title IX as it relates to athletics, and learn how and why equity is so important to girls and young women. Use the following materials to educate yourself or your branch.

1. The [Title IX Compliance: Know the Score Fact Sheet](#) includes text from [AAUW's Position on Equity in Schools](#).
2. The [Title IX Compliance: Know the Score flyer](#) has basic information about Title IX. Download and print it for use at a branch meeting, or hand it out or post it in relevant public places to educate the general public.
3. The [Title IX Compliance: Know the Score Resources for Branch Meetings](#) contains program ideas and suggestions such as the following:
 - Hold a workshop on Title IX and athletics using a guide and PowerPoint presentation produced by the Women's Sports Foundation and AAUW.
 - Share stories about unfair athletic practices and the athletes and activists who work to end them.
 - Invite someone who is involved in athletics in your community to speak.
 - To help people understand the pervasiveness of Title IX noncompliance and the complexity of litigation, distribute a list of news articles about recent lawsuits against high schools whose athletic programs did not comply with Title IX.
 - Screen a documentary or read and discuss a book on Title IX. Suggestions are included in the [Resources for Branch Meetings document](#).
4. Learn about the latest legislative efforts regarding Title IX and high school athletics and take action.
 - The [Title IX Compliance: Know the Score Legislation Fact Sheet](#) provides information about the federal High School Athletics Accountability Act and the High School Sports Information Collection Act.
 - Request that your branch members sign their name to a [letter](#) asking your congressional representative to co-sponsor the High School Athletics Accountability Act (H.R. 2882). AAUW staff will deliver the letter with all the signers at the appropriate time.
 - Request that your branch members sign their name to a [letter](#) asking your U.S. senators to co-sponsor the High School Sports Information Collection Act (S. 471). AAUW staff will deliver the letter with all the signers at the appropriate time.

Step Two: Take action at local schools.

Find out if your local high schools comply with Title IX regarding athletics.

- The [Compliance Smell Test](#) guide shows you how to conduct a school investigation. While the method for determining if schools are Title IX compliant is complex, four key indicators will reveal any blatant non-compliance. Instructions and a checklist on how to conduct an investigation are included in this document as well as a list of contacts.
- The [Title IX Compliance: Know the Score What You Can Do Next tool](#) includes links to a Title IX compliance checklist and step-by-step instructions produced by the Women's Sports Foundation. If your investigation shows that your local high school is not or may not be in compliance with Title IX, the instructions will help you determine your next steps.

Step Three: Take action in the community (optional).

To raise awareness in your community about Title IX in athletics and possible noncompliance at local schools, you can engage in various forms of community activism. Alternatively, if you are interested in contacting individuals such as the school principal, Title IX coordinator, school board members, or media representatives, see the [What You Can Do Next tool](#). The document links to a guide that includes sample letters and instructions.

- To learn about educating your community about Title IX obligations or rallying people to pressure a school into compliance, use the [Title IX Compliance: Know the Score Community Forum](#).
- To schedule an in-district meeting with your representative or senators about the Title IX legislation pending in Congress, use the [Title IX Compliance: Know the Score In-District Meeting tool](#).
- To learn how to ensure equitable newspaper, radio, and television coverage of girls' sports teams, use the [Title IX Compliance: Know the Score More Media Coverage](#) document.

Step Four: Report your findings to AAUW.

When you have completed step two or step three, visit the AAUW website to fill out an [online form](#) to report which steps you took and the outcomes of your actions. Your responses will help AAUW evaluate the usefulness of the project and help track Title IX noncompliance nationwide. All members and branches who participate in this program will be listed as Title IX Defenders on the AAUW website.

MEMBERSHIP RECRUITMENT

Membership matters! Help grow the AAUW community by inviting prospective members to your event and encouraging them to join AAUW. Visit the [membership campaign website](#) to learn more.

If your event involves college and university faculty or students or is held on a campus, invite schools that are not yet AAUW college/university partner members to join AAUW and offer their students the benefits that go with AAUW membership. All students attending a C/U partner-member institution are eligible to join AAUW for free as e-students. For more information visit the AAUW [college/university partner recruitment web page](#).

TOOLS

TITLE IX COMPLIANCE: KNOW THE SCORE

TITLE IX COMPLIANCE: KNOW THE SCORE TOOLS

- [AAUW's Position on Equity in Schools](#)
- [Letter to U.S. congressional representative about H.R. 2882](#)
- [Letter to U.S. senator about S. 471](#)
- [Community Forum](#)
- [Compliance Smell Test](#)
- [Electronic Reporting Form](#)
- [Fact Sheet](#)
- [Title IX Compliance: Know the Score flyer](#)
- [In-District Meeting tool](#)
- [Legislation Fact Sheet](#)
- [More Media Coverage document](#)
- [Resources for Branch Meetings](#)
- [What You Can Do Next](#)

PROGRAMS-IN-A-BOX TOOL KIT

Includes forms, checklists, and templates that you can modify and adapt for your program or event

- Attendee sign-in form
- Event evaluation form
- Event planning checklist
- Event registration form
- Photograph release form
- Sample time line

MEMBERSHIP RECRUITMENT TOOLS

- [Individual members](#)
- [AAUW college/university partner members](#)

CONTACTS

- For questions or information about this Program in a Box, contact the AAUW Legal Advocacy Fund at 202/785-7750 or laf@aauw.org.

ADDITIONAL RESOURCES

TITLE IX COMPLIANCE: KNOW THE SCORE

Her Life Depends on It. Women's Sports Foundation, 2004. East Meadow, New York.

President's Council on Fitness and Sports