



FACTS ABOUT THE UNIVERSITY OF CALIFORNIA

Gender equity in UC athletics

August 2007

Gender equity and compliance with Title IX obligations at the University of California is a key priority, and UC strives constantly to ensure equality throughout the University and in its athletics programs. The following is information about UC's progress and practices regarding Title IX in its athletics programs.

UC's record on Title IX compliance

UC has a very good record when it comes to athletics opportunities for women and is proud to count some of the country's most accomplished women sports figures among our athletic leaders. Thousands of accomplished women who participated in athletics are among UC's alumni, including Olympic gold medalists, business and civic leaders, and scientists. In the last decade alone, UC has had three NCAA Woman of the Year Award winners.

Compliance with Title IX's participation standards requires meeting at least one of the following three tests:

- **Proportionality:** Providing intercollegiate opportunities for male and female students in numbers substantially proportionate to their respective enrollments;
- **Program expansion:** A practice of expanding programs to meet the interests/abilities of the underrepresented sex;
- **Accommodation:** Fully and effectively accommodating the interests and abilities of the underrepresented sex in light of available competitive opportunities.

Every UC campus is in compliance with one or more of the three Title IX tests.

Additionally, UC has had very few lawsuits in this area: Only two lawsuits in the past 10 years challenging the adequacy of athletic opportunities for women at UC.

Oversight of Title IX in athletics at UC: A local *and* systemwide responsibility

Athletics vary greatly by campus. Accordingly, and appropriately, compliance with Title IX in athletics is primarily a local responsibility, handled by campus Title IX officers, Athletics Directors and Senior Woman Administrators. At the same time, UC recognizes that the University could benefit from greater coordination and monitoring of our Title IX activities on a systemwide basis. Accordingly, the Office of the President is establishing a new position aimed at, among other things, improving systemwide coordination and tracking of our Title IX activities on a systemwide basis, and helping to facilitate ongoing training and education regarding Title IX compliance.

An ongoing priority

Despite our many achievements and strong record in this area, UC continually looks for opportunities to strengthen our practices. Each campus's Title IX administration includes, among other things, identifying issues and opportunities for improvement. Additionally, this past June, UC Title IX officers, athletic directors, senior women administrators, human resources personnel, and UC attorneys convened the first of what is expected to be an annual systemwide meeting to compare campus activities, discuss challenges, and share best practices, and to also explore ways in which we might improve systemwide collaboration and coordination.

Resources

- U.S. Department of Education, Office of Civil Rights: www.ed.gov/about/offices/list/ocr/index.html
- UC policy on nondiscrimination in athletics: www.ucop.edu/ucophome/coordrev/ucpolicies/aos/uc1533.html
- UC campus Title IX offices:

Berkeley: http://ccac.berkeley.edu/	Riverside: www.titleix.ucr.edu/
Davis: www.hr.ucdavis.edu/Administration/TitleIX	San Diego: http://oshpp.ucsd.edu/FAQOld.shtml
Irvine: http://www.eod.uci.edu/	San Francisco: www.ucsf.edu/oshpr/index.html
Los Angeles: www.chr.ucla.edu/	Santa Barbara: www.shot9.ucsb.edu/
Merced: http://hr.ucmerced.edu/	Santa Cruz: www2.ucsc.edu/title9-sh/index.htm