



**GENDER EQUITY – FAIR PLAY IN COMMUNITY SPORTS
ANTI-DISCRIMINATION NOTIFICATION PROCEDURE**

DIVISIONS: All

ORIGINATION DATE: 02/16/22

PURPOSE

The Parks and Community Services Department is committed to non-discrimination and inclusivity that extends to youth competitive sports programming. The City strives to ensure compliance with *AB 2404 – Fair Play in Community Sports Act* so that there is no discrimination against any person on the basis of sex or gender in the operation, conduct, or administration of competitive youth sport programs, or in the allocation of parks and recreation facilities and resources that support or enable these programs. Pursuant to the City's Co-sponsorship policy for the use of City facilities, services and programs must be open to all without regard to any legally protected status including, but not limited to, sex or gender. Furthermore, City-operated youth sports are open to all, regardless of the sex or gender of the prospective participants.

The City's goal is to maintain gender equity in competitive youth sport programs that are conducted on City-owned land and in City owned/operated facilities, and to ensure equitable opportunities for all youth to participate in competitive sports programs that meet their interests and capabilities. Furthermore, City-operated youth sports are open to all, regardless of the sex or gender of the prospective participants. The City supports any transgender, non-binary or otherwise gender-expansive child to participate in any sports teams that are consistent with their gender identity and not sex assigned at birth.

OPERATING PROCEDURE

In an effort to regularly communicate to personnel, contractors, volunteers, and City facility users the importance of non-discrimination practices on the basis of gender regarding competitive youth sports programs, the following measures will be implemented:

1. The City will ensure that Parks and Community Services Department staff, contractors, and volunteers attend biannual trainings (or annually as needed) for information and compliance issues regarding federal and state anti-discrimination law as it relates to competitive youth sports programs.
2. The City requires that each approved Co-sponsored community organization have a minimum of two (2) Board of Directors, Coaches, or administrative staff complete *competitive youth sport anti-discrimination training* on an annual basis. Training materials and resource links will be provided by the City to each sport organization.
 - a. *Annual Training* is defined as completion of competitive youth sport anti-discrimination training every year. In the event that the sports organization representative who received the annual training chooses to resign or is no longer part of the organization for the one-year certification period, such

league will be required to send a new representative to complete the training. Failure to do so would place the league in a non-compliance position with City regulations.

- b. *Non-compliance* is defined as failure to maintain at least two (2) active (2) Board of Directors, Coaches, or administrative staff that is currently trained (by the City) to prevent discrimination in competitive youth sports programs. Any league that falls into non-compliance regarding this issue will suffer suspension of facility access rights, as granted under the Co-sponsorship Agreement.
3. The City will conduct a marketing campaign addressing the positive benefits that girls and boys experience from active participation in sports and recreational programs, and which includes information for reporting discriminatory practices regarding competitive youth sports programs. Continue to market the campaign (or improved revisions of the campaign) annually.

Additional procedures for addressing gender equitable opportunities and ensuring a climate of anti-discrimination in competitive youth sports programs are identified and stated in the associated Gender Equity – Fair Play in Community Sports Policy and Procedure and the Gender Equity – Grievance Procedure.

RESPONSIBILITY

The Parks and Community Services Director or his/her designee has the responsibility for maintenance and administration of this policy and procedure. Department Managers, Supervisors, and Program Coordinators are responsible to ensure departmental compliance with this policy.

Approved On: May 18, 2022 by the Recreation & Park Commission
 June 28, 2022 by the City of Davis City Council



Dale Sumersille, Parks and Community Services Director

Revisions: