



**GENDER EQUITY – FAIR PLAY IN COMMUNITY SPORTS
GRIEVANCE 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.

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

It is the commitment of the City to confront and eliminate discrimination, providing gender equitable opportunities for all youth involved in competitive sports programs. The meaning of equitable opportunities herein as defined by the City is “the absence of discrimination and unfavorable treatment of citizens; the promotion of gender equitable sports and recreational programs; and the commitment to ensure equitable support of facilities, fields, pools, and promotion of girls and boys athletics and recreational programs.”

In the event that an inequitable situation is discovered or believed to be happening, the City provides three (3) methods to file a grievance regarding discrimination of competitive youth athletes or competitive youth sports programs on the basis of sex, sexual orientation, race, nationality, ethnic origin, color, religion or disability.

1. The Complainant may contact the City of Davis Parks and Community Services Director/AB 2404 Compliance Coordinator at (530) 757-5626 or via email at csweb@cityofdavis.org and communicate any concerns and/or to obtain an AB 2404 Complaint Form. Upon completion of the City’s AB 2404 Complaint Form, the complaint will be investigated and reviewed for further action, which may include the City Manager, the City Council, the Recreation and Park Commission, or any other advisory body with oversight related to the area of concern.

2. The Complainant may participate in or attend a meeting of the City of Davis Recreation and Park Commission, and voice any concerns and/or issues during the Public Comment period. The Recreation and Park Commission typically meets the third Wednesday of each month at 6:30 pm. Members of the public are encouraged to check the City's information page for the Commission for the most recent and updated meeting schedule.

After participating in a Commission meeting, the Commission may agendaize the item at a future meeting for further discussion. If the item is scheduled for further discussion, City staff may be requested to investigate the complaint and provide the Commission with additional information related to the item. The Commission may consider the item informational, or can make a recommendation to be forwarded to City Council for further consideration or action.

3. The Complainant may participate in or attend a meeting of the City of Davis City Council, and voice any concerns and/or issues during the Public Comment period. The City Council typically meets every other Tuesday of the month beginning at 6:30 pm. Members of the public are encouraged to check the City Council information page for the most recent and updated meeting schedule.

After participating in a Council meeting, the City Council may direct City staff to allocate appropriate resources to investigate, and/or correct the issue of concern. The City Council may also agendaize the item for a future meeting for further follow up and discussion.

This procedure does not restrict the right to file a complaint with any State or Federal agency responsible for the enforcement of anti-discrimination legislation.

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 – Notification 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: