

Key Points Supporting the OCR Complaint against CUSD port Program

- Participation opportunities – There are ~300 more boys on teams each year than girls for the two schools combined. This is about the size of the entire girls' program at either high school;
- Facilities - The quality of the surface of the softball field is inferior to the quality of the playing surface of the baseball field;
- Equipment and supplies - Disparities exist in quality and quantity of equipment, e.g. inferior quality of field hockey sticks compared to quality and quantity of football equipment. Through 2010, many soccer girls had to purchase much of their own uniforms while each football player was provided uniforms including two jerseys with their names on the back of each jersey.
- Fundraising - Fundraising dollars are used for specific sports as opposed to controlled distribution to ensure gender equality. During a May 2010 meeting, CUSD staff indicated that there were no safeguards in place for controlled distribution of fundraising dollars to ensure gender equality;
- Publicity - Cheerleaders cheer for boys games, but not girls' which reduces girls' ability to increase gate revenue since research shows that cheerleaders increase sport attendance;
- Coaching - Disparities exist in coaching staff, e.g. more coaches for boys' than girls' teams and greater turnover in coaches for girls' teams. 83% of coaches at PVHS are male.
- Staff uses lack of interest and sport ability for girls as rationales for smaller team sizes for girls. A CHS girl refuted their statements by stating that 65 girls tried out for the CHS 2010 soccer team.
- Sport staff state that athleticism is not sufficient cause for a girl to be selected for a team without also demonstrating sport competence. This contrasts with the district's selection of Emily Azevedo as the CHS 2010 Athlete of the Year for her performance in an Olympic sport that she spent less time learning than a girl spends in high school.
- It is incongruent that 'cuts' are not used for football or wrestling. Instead, all students are assumed to have the ability to play at a competitive level. The acceptance of all boys for football and wrestling while cutting girls' teams to a smaller than standard number of players institutionalizes gender participation disparities.
- Boys' volleyball was the most recent team added rather than a girls' freshman soccer team despite the fact that hundreds of girls play on soccer teams prior to high school demonstrating their interest.
- Girls have fewer and smaller teams and have to pass through a 'cut' to get on a team at almost twice the rate of boys, i.e. there are more boys' teams with unlimited participation opportunities (no cuts). As a result, the five sports that don't use cuts for either sex (track, cross country, swimming, tennis, and golf) represent more than 50% of all girl athletes, but only 30% of boy athletes.

For more than two years CUSD has been encouraged to adopt four no/low cost recommendations:

1. Require district staff and booster clubs to become familiar with Title IX requirements;
2. Utilize team carrying capacity for girls' teams for which 'cuts' are used;
3. Undertake a process for correcting the current gender based inequities;
4. Establish procedures for monitoring progress toward Title IX compliance.

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