

**INTERCOLLEGIATE ATHLETICS HIGH-RISK COMPLIANCE GROUP
GENDER EQUITY MONITORING PLAN**

Category / High-risk Area: Departmental Management / Gender Equity

Responsible Party: Athletic Director

Sources: NCAA Regulation 2.3, federal and state law

Risk: Non-compliance can result in negative publicity and possible settlements against the institution.

Specific Risk	Operating Control	Evidence of Control	Monitoring Control	Evidence of Control	Oversight Control	Evidence of Control
Gender equity plan does not comply with NCAA.	Written plan attesting to the university's commitment to Title IX and Gender Equity included in the departmental policy and procedures manual.	Written Title IX and Gender Equity plan in departmental policy and procedures manual.	-Senior Women Administrator (SWA) reviews the gender equity plan and inclusion in P&P manual. -AD reviews plan.	Sign off by SWA. -Signoff by AD.	--Athletic Compliance Committee provides acknowledgment that the gender equity plan is in compliance with NCAA Rules & Regulations and is included in P&P manual.	-Minutes of ACC meeting. Report is sent to the ICC.
Gender bias in athletic scholarships and opportunities exists.	Written statement attesting to the department's commitment to equitable scholarships and athletic opportunities for male and female student-athletes.	Written statement in P&P manual to increase the number of scholarships and opportunities in each respective sport for male and female student-athletes in proportion to male and female enrollment percentages.	-Athletic Business Manager reviews the scholarship budgets for each sport team. -AD reviews budget.	-Approved and signoff by Athletics Business Manager -Sign off and approval of budget by Athletic Director	The SWA provides annual report regarding equitable scholarships and athletic opportunities for males and female student-athletes to President of the University and the committees for athletic oversight (e.g., ACC and AAC).	Annual Report sent to the ICC.
Gender bias in programs, services and support for student-athletes.	Written statement attesting to the department's commitment to equitable travel, per diem, practice time, facilities and academic services for male and female student-athletes.	Written plan to provide equitable travel, per diem, practice time, facilities and academic services is noted in the departmental policy and procedures manual.	Athletic Compliance Committee evaluates the P&P manual for inclusion of a plan to provide equitable travel, per diem, practice time, facilities and academic services for male and female student-athletes.	Athletic Compliance Committee minutes.	AD or SWA spot checks travel practices and practice times for various sports in department.	Report sent to the ICC.

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Gender bias exists.	Gender equity or Title IX training for appropriate Athletic Administrators (AD or SWA) by an outside entity.	Written plan to provide appropriate training to individuals within the athletic department. Sign-in sheets for the training.	AD checks that training is provided.	-AD signoff. -The university quarterly compliance report indicates that individuals were provided training by an outside entity on gender equity or Title IX issues.	Athletic Compliance Committee confirms that training on Title IX issues is provided.	Report sent to the ICC.