



## **PROVIDING GENDER EQUITY IN ATHLETIC/SPORTS PROGRAMS**

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Policy: POL-416-HR • Effective Date: 3/1/2010 • Res. # 070453  
Cancels: Res # • Reference: None

This policy applies to all county agencies.

### **Definitions:**

**Community Athletics Program** – any athletic program that is organized for the purposes of training for and engaging in athletic activity and competition that is in any way operated, conducted, administered or supported by local governments and districts, other than those created solely for the students of a school.

### **1. Discrimination Based on Gender is Prohibited**

It is the policy of Whitman County that the neither County, nor third party groups using County facilities shall discriminate against any person on the basis of sex in the operation, conduct, or administration of community athletics programs for youth or adults.

### **2. Whitman County's Policy Shall be Disseminated**

A variety of media will be used to publish and disseminate Whitman County's policy. This media shall include the County's web site, in addition to correspondence sent to third party users of County facilities, rental forms and literature provided to third party users. The media to be employed will include, but may not be limited to:

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- Publications related the specific Whitman County department programs/facilities
- Applications for scheduled facility use
- Specific department web pages on the Whitman County web site
- Information flyers, notices, advertisements, etc.

### **3. Each Whitman County Department is Responsible for Administration**

Each Whitman County department is responsible for administering this policy for the programs and facilities they manage. Each department shall discourage discrimination against any person on the basis of gender in the operation, conduct or administration of community athletics programs for youth or adults.

Violation complaints of this policy may be sent to the department head/elected official responsible for the program/facility in question or to the Whitman County Human

Resources Department, Attn: Kelli Campbell at 400 N. Main Street, Colfax, WA 99111. (509) 397-5242. [www.whitmancounty.org](http://www.whitmancounty.org).

**4. Violations of This Policy Are Cause for Discipline.**

Violations of this policy will be cause for disciplinary action up to and including termination. Any person who feels he or she has been a victim of discriminatory treatment in violation of this policy should bring this concern to the department head/elected official or the Human Resources Office for appropriate action. An immediate investigation shall be conducted. While complete confidentiality cannot be guaranteed, it will be provided to the extent possible. When the investigation is complete the complainant will be informed of the outcome.

Retaliation for filing a grievance, or acting as a witness, is strictly prohibited.