
Revision Responsibility: Vice President for Student Affairs and Assistant Vice President for Human Resources

Responsible Executive Officer: Vice President for Student Affairs and Assistant Vice President for Human Resources

Source/Reference: Title IX Athletics Investigator's Manual – Office of Civil Rights
TBR Guideline P-080
TBR Community College
NJCAA Handbook and Casebook

Approved by:



PURPOSE

To establish regulations pursuant to Title IX of the Education Amendments of 1972 to prevent discrimination on the basis of sex in the college's education programs and activities, including athletic programs.

POLICY

I. Authority

Walters State Community College is a learning-centered comprehensive public two-year higher education institution and a component of the State University and Community College System of Tennessee governed by the Tennessee Board of Regents. The College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the associate degree. Consistent with Walters State's shared vision and mission for guiding the college into the twenty-first century and with the values expressed within the Campus Compact, the college fully supports and complies with Title IX of the Education Amendments of 1972 legislation across all facets of the institution on all campus locations. These Policies and Procedures detail compliance in the thirteen major categories of Title IX as they relate to intercollegiate athletics.

II. TBR Policy 6:02:00:00 Walters State Policies 09:00:00, 09:01:00, 09:02:00

It is the policy of the Tennessee Board of Regents that, pursuant to Title IX of the Education Amendments of 1972 and regulations adopted pursuant thereto, no institution shall discriminate on the basis of sex in the education programs or activities of the institution, including institutions' athletic programs.

III. Complaint Procedures

Pursuant to TBR Guideline P-080, each institution shall adopt procedures for investigating and resolving any complaint of discrimination based on gender, including complaints involving gender discrimination or harassment in athletics. Institutions shall publicize this procedure and educate its

campus community on how to file a complaint. Institutions shall also promptly and fairly give consideration to each complaint in accordance with P-080 and institutional procedures. The institutional Title IX Coordinator shall be responsible for the investigation and resolution of any complaint of gender-based discrimination, harassment, or sexual misconduct.

IV. Equity in Athletics Disclosure Act

The Equity in Athletics Disclosure Act requires institutions with collegiate athletic programs that receive Title IV federal funding to prepare an annual report containing certain data to the Department of Education. Each institution is responsible for filing its own EADA report in a timely and accurate manner. Walter State submits the EADA report each October. A link to Walters State's EADA report as well as additional athletic information regarding graduation, retention and transfer, can be found on the Consumer Information web link from the Walters State Community College home web page at www.ws.edu.

V. Athletic Competition

Walters State Community College is a member of and adheres to the constitution, by-laws, policies, and procedures of the National Junior College Athletic Association (NJCAA) and the Tennessee Community College Athletic Association (TCCAA). Walters State participates in the following intercollegiate athletic sports: baseball (men), men's basketball, golf, women's basketball, softball (women), and volleyball (women). Baseball, men's basketball, women's basketball, and softball all compete at the NJCAA/TCCAA Division 1 level. Golf and Volleyball compete at the Division II level. Beginning Fall of 2016 Walters State will reinstitute a Men's and Women's Cross Country team at the Division III level.

VI. Institutional Demographics

Walters State Community College's student demographics are:

Student Gender: 60% female, 40% male
Attendance Status: 52% full-time, 48% part-time
Student Age: 75% age 24 and under, 25% age 25 and older
Student Residence: 98% in-state, 1% out-of-state, 1% foreign country
Student Race/Ethnicity: 91% white, 2% African American, 3% Hispanic, 1% Asian
Student Graduation Rate: 20%
Transfer Out Rate: 9%
Athletic Graduation Rate: 70%
Athletic Transfer Rate: 80%

VII. Title IX: Athletics: Areas of Concentration and Compliance

Accommodation of Interests and Abilities

Pursuant to 34 C.F.R. §106.41(c)(1), Walters State Community College works to ensure the selection of sports and levels of competition effectively accommodate the interests and abilities of members of both sexes. Walters State has a history and continuing practice of program expansion to accommodate the interests and abilities of both female and male student-athletes. Every two years all admitted and

enrolled students are surveyed in order to determine whether the college is continuing to meet the interests and abilities of its students. In addition, the college monitors participation and interest in emerging sports at feeder schools, in community and regional sports programs, in physical education classes, and in intramural sports. The vice president for student affairs and director of athletics door is always open for students to express interest in the addition of particular sports.

Athletic Financial Assistance

Pursuant to 34 C.F.R. §106.37(c), Walters State ensures the award of athletic scholarships, including any institutional funds specifically set aside to be awarded to an athlete, reasonable opportunities for such awards for members of each sex in proportion to the number of students of each sex participating in intercollegiate athletics. Athletic financial assistance (“AFA”) must be awarded to each sex in proportion to their respective participation rates. Walters State’s AFA matches the participation rate within a 1% variance. To ensure compliance within the 1% variance Walters State established the following participation rates for each sport:

<u>Sport</u>	<u>Participation</u>
Baseball (men)	31
Basketball (men)	16
Golf (men)	<u>10</u>
TOTAL MEN	57
Basketball (women)	16
Softball (women)	20
Volleyball (women)	12
TOTAL WOMEN	48
TOTAL PARTICIPANTS	105
Percent Men	54.28%
Percent Women	45.71%

Financial Aid for each sport falls within the NJCAA National Letter of Intent and Scholarship limitations. Available financial aid for each sport is:

<u>Sport</u>	<u>Available Scholarships</u>	
Baseball (men)	24	
Basketball (men)	15	
Golf (men)	8	
Basketball (women)	15	
Softball (women)	17	
Volleyball (women)	10	
TOTAL FINANCIAL AID AVAILABLE	\$686,900.00	
Men	\$376,700.00	54.84%*
Women	\$310,200.00	45.16%*

DIFFERENCE FROM PARTICIPATION

Men

0.47%*

Women

-0.47%*

*Based on FY 2016 Budget Dollars

VIII. Other Athletic Benefits and Opportunities

Pursuant to 34 C.F.R. §106.41(c), Walters State provides equal athletic opportunity for members of both sexes.

1. The provision of equipment and supplies. Coaches for each sport have an operating budget for purchase of needed equipment and supplies each season. Student- athletes in all sports utilize the same fitness room as for Physical Education classes and general student use. All athletic teams utilize the same fitness center as other students.
2. Scheduling of games and practice time. Men's and women's basketball teams alternate days for early (1:00 – 3:30 and 3:30 – 6:00) throughout the season. Per TCCAA policies and procedures, from October through December, the women's basketball teams will play first (5:30/2:00 PM), and the men's basketball teams play second (7:30/4:00 PM). From January through the remainder of the regular season, the men's basketball teams will play first (5:30/2:00 PM), and the women's teams will play second (7:30/4:00 PM). This format will alternate annually.

Baseball, softball, and golf all have separate game/ practice facilities and practice/ game times are all early afternoon depending on student-athlete class schedules.

Volleyball begins in July and the team practices and plays matches based on player/coach schedules. Matches are typically on weekends or 7:00 PM on weekdays.

3. Travel and per diem allowance. Walters State athletic teams travel on institutional buses, or if not available from a common local travel company. All athletic teams can spend up to \$25 per day for meal per diem for away games.
4. Opportunity to receive coaching and academic tutoring. Walters State student- athletes utilize the same tutoring services as all Walters State students.
5. Assignment and compensation of coaches and tutors. Per the institutional salary structure for all employees, all coaches are paid according to educational attainment, years of experience, and other institutional roles in addition to coaching responsibilities.
6. Provision of locker rooms, practice and competitive facilities. As related to each sport, all locker rooms, practice facilities, and competitive facilities are equal.
7. Provision of medical and training facilities and services. Walters State athletics contracts with a local agency for athletic training services. Athletic trainers are present for all athletic contests.
8. Provision of housing and dining facilities and services. Walters State does not have dorms or an athlete meal plan. Student-athletes who are not local rent and pay for an apartment of their choosing and cover their own meals.
9. Publicity. Walters State's Office of Communication and Publicity equally posts all team information on the Walters State Athletics web page (www.ws.edu/athletics). Additionally, the college contracts for sports information services. Each athletic contest, as well as general information about coaches, players and games appears in local newspapers.

10. Recruiting. Walters State follows NJCAA policies regarding recruiting. Based on annual need for student athletes (number of returning freshmen), recruiting needs can vary year to year. Similarly, because of the limited number of out-of-state tuition waivers the number of returning freshmen can also determine the range of recruiting by coaches each year. All coaches and teams have the freedom and opportunity to recruit areas they envision as most beneficial to their program.
11. Fundraising Activities. All fundraising activities for Athletics flow through the Walters State Foundation – Senator’s Club. All fundraising initiatives are designed the support the Athletic Department as a whole as opposed to a specific sport. As dollars become available they are equally divided among the all sports, typically at the end of the year. These supplemental dollars are transferred to each sports “operating” budget.

Occasionally, a donor will specify a donation to a specific sport. When appropriate, the Foundation will transfer those designated dollars to the specific sport’s account.

12. Facilities. Walters State men’s and women’s basketball teams practice and have games on the same court. Volleyball utilizes the basketball court. Baseball and softball have separate facilities with appropriate dressing rooms and fields that comply with NJCAA/NCAA regulations. The fields have comparable dressing rooms, restrooms, concession stands, bleachers, and press boxes. Golf practices and plays at an area golf course. 05/16