

GOOD SPORTS, INC.

Title IX and Gender Equity Specialists

Educators, Administrators, and Students:

"Title IX and Intercollegiate Athletics: How It All Works - In Plain English," a self-evaluation manual and desk reference for colleges and universities, is the one-stop encyclopedia for Title IX's application to intercollegiate athletics programs. This 850-page Manual/Workbook is a comprehensive, definitive, and unique guide that enables education officials to evaluate accurately their institution's compliance status with Title IX or simply use the Manual as a quick reference for answers to everyday Title IX questions. The 2005 Supplement explains the Office for Civil Rights' March 17, 2005, Additional Clarification of the Three-Part Test and summarizes the Supreme Court's March 29, 2005, ruling confirming protection against retaliation.

The Manual/Workbook (sold as one item) is a technical manual that doesn't read like one. It contains detailed, step-by-step instructions for conducting a self-evaluation, and recommends self-evaluation teams of three to six reviewers. Institutions choosing to do self-evaluations may desire that each member of their self-evaluation teams have a copy of the Manual, in addition to the athletic director, other athletics staff, and institution counsel.

Pricing

The Manual is priced at \$109 for all purchasers. This price includes shipping costs. Sales tax applies only to individuals and institutions in California, and Good Sports, Inc., pays the state and local sales taxes for all California purchasers.

Ordering Information

The Manual may be purchased with a Visa or MasterCard by phone or by fax (our fax machine is secure 24 -7), or by mail with a check. (For security reasons, we do not offer on-line purchasing.) Please include a copy of the order form, and include a street address for FedEx Ground shipping. Typically, orders are processed within 24 hours of receipt. Shipping is five business days or less, depending on location.

See a detailed description of the Manual and the table of contents at www.titleixspecialists.com, including "What Your Colleagues Are Saying About The Manual," and send in an order form and payment to purchase your Manuals.

“Title IX and Intercollegiate Athletics How It All Works - In Plain English”

A Self-Evaluation Manual and Desk Reference for Colleges and Universities

What Your Colleagues Are Saying About The Manual:

“Your manual and desk reference . . . is a truly outstanding work. I am amazed at how thorough and detailed your analysis and instructions are. This book is invaluable for a university attorney, athletics director, compliance officer and anyone else working within the field of intercollegiate athletics. . . . My congratulations to you on having produced . . . this incredible work.”

Mary Ann Connell, Past President
National Association of College and University Attorneys

“I have had a chance to look through your book and it is great. It is a real recipe for a university who has a commitment to comply with Title IX but needs a road map!”

Ted Leland, Vice President, University of the Pacific
Former Director of Athletics, Stanford University

“What an incredible job! Putting this into Plain English you have done and done well!”

Kathryn E. Lindahl, Assistant Vice President for Finance and Operations
Michigan State University

The “Title IX manual and the accompanying assessment material are wonderfully organized and just plain smartly done, cover-to-cover.”

Michael J. Kiley, Associate General Counsel
Michigan State University

“It’s brilliant.”

Debbie Corum, Associate Commisisoner
Southeastern Conference

“It is an invaluable resource from the foremost expert on Title IX in the country. It’s great, very user-friendly.”

Sarah Reesman, Associate Athletics Director / SWA
University of Missouri

“An amazing job! It reads very well. It’s extremely helpful. It’s very methodical, the way it’s laid out - a tremendous amount of detail.”

Dan Yourg, Associate Athletics Director
University of San Diego

“We love the book! We just love it! It’s really helpful. Absolutely wonderful.”

Desiree Reed-Francois, Associate Athletics Director
University of Tennessee

The Manual is “very well written and easy to follow.”

Jana Estergard, Equal Opportunity Officer
Missouri State University

“Title IX and Intercollegiate Athletics How It All Works - In Plain English”

A Self-Evaluation Manual and Desk Reference for Colleges and Universities

by Valerie McMurtrie Bonnette

ISBN 0-9762130-0-1

This definitive and unique reference is the one-stop encyclopedia for Title IX athletics, user-friendly, in easy to read text.

This comprehensive 850 page Manual / Workbook for Title IX athletics is a great reference for:

ATHLETICS ADMINISTRATORS

Contains 400 pages of detailed explanations of the Title IX athletics policies for participation, coaching, facilities, travel, recruitment, scholarships, and more, including sample programs illustrating analyses and explanations for identifying and remedying compliance problems.

- Indexed for quick answers to everyday Title IX athletics questions.

COLLEGE AND UNIVERSITY ATTORNEYS

Contains 150 pages of reference materials including:

- Full Text of the Title IX statute, Title IX regulation, September 1975 Guidance, 1979 Policy Interpretation, EEOC Coaches' Salaries Enforcement Guidance, 1996 Clarification of the Three-Part Test, and 1998 Scholarship Guidance.
- Summaries of these major policy documents explain nuances of the federal government's Title IX policies for athletics programs.
- Summaries of significant court cases and representative federal government investigations.

EDUCATION OFFICIALS

Includes a 300 page Workbook for conducting a self-evaluation with:

- Questionnaires for coaches, athletes and staff.
- Checklists for reviewing all facilities.
- Charts with step-by-step instructions for recording and analyzing data for the intercollegiate athletics program.
- The Manual's program component by program component explanation of the policies and analyses, plus step-by-step Workbook instructions enable those with limited knowledge of Title IX and/or athletics programs to conduct self-evaluations *accurately*.

Written by Valerie M. Bonnette

- Co-author of the Office for Civil Rights, U.S. Department of Education's 1990 "Title IX Athletics Investigator's Manual"
- Editor and publisher of "Title IX Athletics Q & A"
- Author of "Title IX Basics" of the NCAA's "Achieving Gender Equity" guide

Cost: See Attached Order Form

CONTENTS

PREFACE

ACKNOWLEDGEMENTS

INTRODUCTION

ORGANIZATION OF THE MANUAL (HOW TO USE THIS MANUAL EFFICIENTLY)

PART ONE - THE FUNDAMENTALS

Title IX Overview	1
What Is Title IX?	1
Title IX's Authority	1
How Title IX is Enforced	1
Major Policy Documents	1
Outline of Athletics Issues	2
The Quick History	3
Foundation of the Athletics Policies	5
Title IX's Application to Athletics Programs	6
Basic Analyses for Compliance	9
Overall Program Analyses Required	9
Percentages of Participants	10
Nature of Particular Sports	11
Reasonable Professional Decisions	12
Identifying a Title IX Violation	13
Gauging Compliance Problems	14
Pattern and Practice of Discrimination	14
Title IX and the Money	17
Budgets and Expenditures	18
Booster Clubs	19
Donations	19
Endowments	20
Fundraising	20
Guarantees	22
Revenue-Producing Sports	23
Strategies for Administrators	23

PART TWO - CONDUCTING THE REVIEW

<i>How to Set Up the Review</i>	27
<i>Accommodation of Interests and Abilities</i>	35
Participation Opportunities - The Three-Part Test	38
Test One (Proportionality)	39
Test Two (Program Expansion)	46
Test Three (Full Accommodation)	49
Levels of Competition - The Two-Part Test	57
Test One (Equivalently Advanced Competitive Opportunities)	57
Test Two (Upgrades of Competitive Opportunities)	59
<i>Athletic Financial Assistance (Scholarships)</i>	87
Counting Participants	91
Counting the Money	97
<i>Other Athletic Benefits and Opportunities</i>	
<i>Equipment and Supplies</i>	113
Quality, amount, maintenance	
<i>Scheduling of Games and Practice Times</i>	147
Number of games, game times, practice times, pre- and post-season competition, length of season, season of sport, number of sports per season	
<i>Travel and Per Diem Allowances</i>	179
Modes of transportation, housing, dining, length of stay	
<i>Tutoring</i>	209
Availability, qualifications, compensation, academic services	
<i>Coaching</i>	223
Availability, qualifications, compensation	
<i>Locker Rooms, Practice and Competitive Facilities</i>	255
Quality, availability, exclusivity, preparation, maintenance	
<i>Medical and Training Facilities and Services</i>	289
Medical personnel, training personnel, training and weight rooms, insurance	
<i>Housing and Dining Facilities and Services</i>	309
Regular and special housing and dining, housing and dining during term breaks, pre-game / post-game meals	
<i>Publicity</i>	325
Sports information personnel, publications, other publicity and promotions	
<i>Support Services</i>	341
Administrative and clerical support, office space and equipment	
<i>Recruitment of Student-Athletes</i>	357
Opportunity to recruit, financial resources, treatment of prospective athletes	
<i>The Compliance Picture - Putting It All Together</i>	383
Title IX Compliance Plan (Sample Plan)	385
How Long to Fix the Problems	393

PART THREE - REFERENCE MATERIALS

Quick References

Executive Summary	399
Title IX Chronology	402
Program Components	404
Compliance Goals By Program Component	405
Government Accountability Office Studies - The Three-Part Test	408
Outline - EEOC Coaches' Salaries Enforcement Guidance	410

How Title IX is Enforced

Responsibilities of the Office for Civil Rights	411
Federal Investigations	412
Lawsuits	414

Full Text and Summary/Background of Legal and Policy Documents

Title IX Statute	415
Title IX Regulation	423
September 1975 Guidance	445
1979 Intercollegiate Athletics Policy Interpretation	451
1996 Policy Clarification - Three-Part Test	471
1998 Policy Guidance for Athletic Scholarships	483
EEOC Coaches' Salaries Enforcement Guidance	491
1990 Title IX Athletics Investigator's Manual (no text)	509

Summaries of Selected Court Cases

Cohen v. Brown University	511
Roberts v. Colorado State Board of Agriculture	512
Favia v. Indiana University of Pennsylvania	513
Kelley v. Board of Trustees, University of Illinois	514
Horner v. Kentucky High School Athletic Association	514
Neal v. Board of Trustees of California State Universities	515
Boulahanis v. Board of Regents, Illinois State University	515
Pederson v. Louisiana State University	516
Chalenor et al. v. University of North Dakota	516
National Wrestling Coaches Association et al. v. U.S. Department of Education	517
Boucher v. Syracuse University	517
Cook v. Colgate University	518
Williams v. School District of Bethlehem	518
Stanley v. University of Southern California	519
Deli v. University of Minnesota	520
Blair v. Washington State University	520
California NOW v. The Board of Trustees of The California State University	521
Grove City College v. Bell	521
Cannon v. University of Chicago	522
Franklin v. Gwinnett County Public Schools	523
Alexander v. Sandoval	523
North Haven Board of Education et al. v. Bell, Secretary, Department of Education	523

Summaries of OCR Investigations

Glossary

Index

About the Author and Legal Consultant

525
535
539
549

PART FOUR - SELF-EVALUATION WORKBOOK

Instructions for Evaluators W-1

Information Request W-5

Questionnaires

Questionnaire for Coaches and Student-Athletes	W-7
Questionnaire for Athletic Director / Administrator	W-63
Questionnaire for Head Athletics Trainer	W-71
Questionnaire for Sports Information / Media Relations Director	W-75
Questionnaire for Athletics Academic Advisor / Tutor Coordinator	W-77
Questionnaire for Marketing / Promotions Director	W-79
Questionnaire for Head Strength Coach	W-81

Facilities Checklists

Indoor Practice / Competitive Facility	W-83
Outdoor Practice / Competitive Facility	W-85
Baseball / Softball Facility	W-87
Pool	W-89
Tennis Facility	W-91
Locker Room	W-93
Equipment Room	W-95
Training Room	W-97
Weight Room	W-99
Office Space	W-101

Instructions and Charts by Program Component

Accommodation of Interests and Abilities	W-103
Athletic Financial Assistance	W-121
Equipment and Supplies	W-137
Scheduling of Games and Practice Times	W-161
Travel and Per Diem Allowances	W-177
Tutoring	W-199
Coaching	W-211
Locker Rooms, Practice and Competitive Facilities	W-229
Medical and Training Facilities and Services	W-245
Housing and Dining Facilities and Services	W-259
Publicity	W-267
Support Services	W-277
Recruitment of Student-Athletes	W-289

Title IX Compliance Findings for Intercollegiate Athletics W-305

Title IX Compliance Plan Outline W-309

