

STANFORD UNIVERSITY
DEPARTMENT OF ATHLETICS, PHYSICAL EDUCATION AND RECREATION
GENDER EQUITY PLAN
September 30, 2022

This Gender Equity Plan presents measures that Stanford University (“Stanford”) will implement to ensure gender equity throughout its athletics program, including those designed to address the findings and recommendations of the privileged and confidential Gender Equity Review conducted by external legal reviewers regarding overall equity of men’s and women’s participation opportunities, athletic-related financial aid, and treatment in Stanford’s intercollegiate athletics program. The Gender Equity Review included opportunities for student-athletes and coaches from each of the teams to provide comments about gender equity as well as consultation with the Stanford Student Athlete Advisory Committee.

In addition, Stanford set up a portal for student-athletes and staff to express comments and concerns relating to the Gender Equity Review. Stanford received 38 comments through the portal from staff and student-athletes relating to subjects such as access to equitable scholarships, facilities, facility branding, operating budgets, coach compensation and benefits, media coverage, recruiting, travel, support services (including medical, training, sports performance, communications, and marketing), and sports administrator support. Submissions also addressed participation equity and the perceived disparate impact of roster management on existing male student-athletes. Finally, concerns were raised around female representation at the highest levels of athletics administration and within the coaching ranks. Comments that addressed concerns unrelated to athletic equity were forwarded to the appropriate office for review. In addition, Stanford’s Title IX Coordinator, Stephen Chen, met with student-athlete leaders and connected with representatives from each team to discuss their athletics participation and any comments or concerns they had related to gender equity. Mr. Chen also invited student-athletes to meet with him privately if they preferred.

The following Gender Equity Plan was developed with input from—and approved by—Stanford’s Title IX Coordinator. It is designed to ensure that Stanford’s intercollegiate athletics program is in compliance with Title IX by the 2023-24 academic year.

Title IX Compliance Requirements

I. Participation Opportunities

Title IX’s “Three-Part Test” requires that athletic participation opportunities be offered in a gender-equitable manner and allows educational institutions to satisfy that requirement under any of the three following prongs:

Prong 1: Whether intercollegiate-level participation opportunities for male and female students are provided in numbers substantially proportionate to their respective full-time undergraduate enrollments; or

Prong 2: Where the members of one sex have been and are underrepresented among intercollegiate athletes, whether the institution has a history and continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the underrepresented sex; or

Prong 3: Where the members of one sex are underrepresented among intercollegiate athletes (i.e., cannot satisfy Prong 1), and the institution cannot show a continuing practice of program expansion (i.e., cannot satisfy Prong 2), whether it can be demonstrated that the interests and abilities of the members of the underrepresented sex have been fully and effectively accommodated by the current athletic program.

II. Athletic Scholarships

Athletics scholarships must be awarded in proportion to the number of student-athletes participating from each sex. (Note: This calculation is relative to the percentage of men and women participating in the athletics program (i.e., the unduplicated headcount). The unduplicated headcount may or may not mirror the undergraduate population percentages or the cumulative athletics participation percentages.)

III. Treatment

Title IX requires educational institutions to provide gender-equitable treatment in the following eleven areas:

- (1) Provision of equipment and supplies
- (2) Scheduling of games and practice times
- (3) Travel and per diem allowance
- (4) Opportunity to receive academic tutoring and assignment and compensation of tutors
- (5) Opportunity to receive coaching and assignment and compensation of coaches
- (6) Provision of locker rooms, practice and competitive facilities
- (7) Provision of medical and training facilities and services
- (8) Provision of housing and dining facilities and services
- (9) Provision of publicity
- (10) Provision of support services
- (11) Recruitment of student athletes

Stanford's Action Plan

The following table identifies the actions Stanford is and will be taking to provide gender-equitable athletic participation opportunities and treatment in compliance with the areas listed above. Stanford's Department of Athletics, Physical Education and Recreation ("DAPER") is responsible for the listed actions.

<u>Title IX Compliance Area</u>	<u>Stanford Action</u>
Participation opportunities	<p>Stanford provides participation opportunities that are substantially proportionate to the school’s full-time undergraduate enrollment.</p> <p>Stanford will continue to provide substantially proportionate participation opportunities pursuant to a Roster Management Plan that is Title IX-compliant and has been carefully tailored to the individual men’s and women’s sport programs, including roster size targets that do not exceed preferred squad sizes of Stanford’s head coaches. Roster management targets are reviewed annually with the head coach of each sport and with reference to the undergraduate enrollment.</p> <p>Stanford will continue to audit its athletics participation numbers annually, including with reference to practice logs and coach input, to ensure the accuracy of the roster management numbers and continued compliance with Title IX. Annual adjustments to the roster plan will be made where appropriate due to updated coach preferences and/or changes in the full-time undergraduate enrollment numbers for men and women.</p> <p>Stanford will ensure that managerial staff in this area are trained annually with respect to Title IX compliance.</p>
Athletic Scholarships	<p>Stanford provides athletics-related financial aid to its male and female athletes in alignment with the number of unduplicated male and female student-athletes participating in its intercollegiate athletics program in compliance with Title IX.</p> <p>Stanford will audit its athletics-related financial aid numbers annually to ensure continued compliance and will adjust its scholarship allocations as needed consistent with Title IX standards.</p> <p>Stanford will ensure that managerial staff in this area are trained annually with respect to Title IX compliance.</p>

<u>Title IX Compliance Area</u>	<u>Stanford Action</u>
<p>Provision of equipment and supplies:</p> <ul style="list-style-type: none"> • Quality and Amount • Suitability • Maintenance and Replacement • Availability 	<p>Stanford will inventory all equipment issued to and/or used by student-athletes from all sources on each team annually to ensure that apparel and sports-specific equipment made available for its men’s and women’s programs overall is gender equitable with respect to quality, amount, and suitability.</p> <p>Stanford will draft and implement a gender-equitable equipment laundry, maintenance, and replacement policy.</p> <p>Stanford is reviewing its staff support in this area to ensure that men’s and women’s programs are equitably supported, including in the provision of support at home and on the road.</p> <p>Stanford is inventorying its storage options for all sports to ensure that men’s and women’s programs overall have equitable access to sports-specific equipment.</p> <p>Stanford will ensure that managerial staff in this area are trained annually with respect to Title IX compliance.</p>

<u>Title IX Compliance Area</u>	<u>Stanford Action</u>
<p>Scheduling of games and practice times:</p> <ul style="list-style-type: none"> • Number of Competitive Events per Sport • Number and Length of Practice Opportunities • Time of Day for Practice and Competition • Pre- and Post-Season Competition 	<p>Stanford will continue to ensure that its men’s and women’s programs overall are provided with equitable numbers of competitive opportunities.</p> <p>Stanford is reviewing its policies regarding out of region travel to ensure that its men’s and women’s teams have equitable opportunities overall to build competitive schedules of comparable strength and that are responsive to the regional characteristics of their sports, taking into consideration gender-neutral factors such as missed class time and schedule requirements.</p> <p>Stanford will provide equitable access to guarantee funding to provide its men’s and women’s teams overall with gender-equitable opportunities to bring teams to Stanford’s campus and that do not require programs to offset existing competitive opportunities.</p> <p>Stanford is reviewing its policies and procedures around facility schedules to ensure that its men’s and women’s programs overall are afforded equitable practice and competition opportunities, including those men’s and women’s teams that share practice and competitive facilities.</p> <p>Stanford will provide Title IX-compliant pre- and post-season competition opportunities.</p> <p>Stanford will continue to evaluate foreign travel requests to ensure that they are provided consistent with Title IX.</p> <p>Stanford will ensure that managerial staff in this area are trained annually with respect to Title IX compliance.</p>

<u>Title IX Compliance Area</u>	<u>Stanford Action</u>
<p>Travel and per diem allowance:</p> <ul style="list-style-type: none"> • Modes of Transportation • Housing • Length of Stay Before and After Competition • Meals 	<p>Stanford is developing gender equitable policies governing team travel, including travel party size, mode of transportation, class of hotels, length of stay before and after competition, and the provision of food. The updated policies and procedures will be phased in and fully implemented by 2023-24.</p> <p>Stanford will audit this area annually to ensure that its men’s and women’s programs overall are supported equitably while traveling and will make adjustments if needed.</p> <p>Stanford will ensure that managerial staff in this area are trained annually with respect to Title IX compliance.</p>
<p>Opportunity to receive academic tutoring and assignment and compensation of tutors:</p> <ul style="list-style-type: none"> • Tutor Availability • Tutor Qualifications • Tutor Compensation 	<p>Stanford is reviewing its staffing assignments and related academic support to ensure that its athletic-related academic support services are provided in a gender-equitable manner.</p> <p>Stanford will continue to provide equitably qualified and compensated tutors for all of its student-athletes.</p> <p>Stanford will ensure that managerial staff in this area are trained annually with respect to Title IX compliance.</p>
<p>Opportunity to receive coaching and assignment and compensation of coaches:</p> <ul style="list-style-type: none"> • Availability • Assignment • Compensation 	<p>Stanford will continue to provide its male and female student-athletes with equitable access overall to comparably available and qualified coaches.</p> <p>Stanford will ensure that all new and renewed coaching contracts for coaches of men’s and women’s teams are equitable for purposes of Title IX gender equity, including with respect to compensation and other benefits that may impact the overall provision of equitable coaching for its men’s and women’s programs.</p> <p>Stanford will ensure that managerial staff and coaches are trained annually with respect to Title IX compliance.</p>

<u>Title IX Compliance Area</u>	<u>Stanford Action</u>
<p>Provision of locker rooms, practice, and competitive facilities:</p> <ul style="list-style-type: none"> • Quality and Availability of Practice and Competitive Facilities • Exclusivity of Use • Locker Room Availability • Locker Room Quality • Maintenance and Preparation of Facilities 	<p>Stanford will prioritize the renovation and expansion of competitive, practice, and locker room spaces used primarily by its women’s teams. These enhancements will include renovations to locker rooms, offices, meeting spaces, and activity spaces, the addition or replacement of facilities amenities (e.g., videoboards, sound systems, and lights), and access to bathrooms at practice and competitive venues.</p> <p>Stanford will ensure that gender equity compliance is built into all athletics strategic plans for ongoing facility enhancements and fundraising priorities.</p> <p>Stanford will ensure that those responsible for facilities and development are trained annually with respect to Title IX compliance.</p>

<u>Title IX Compliance Area</u>	<u>Stanford Action</u>
<p>Provision of medical and training facilities and services:</p> <ul style="list-style-type: none"> • Availability of Medical Personnel and Assistance • Health, Accident, and Insurance Coverage • Availability and Quality of Training Facilities • Availability and Quality of Weight and Conditioning Facilities • Availability and Qualifications of Athletic Trainers • Availability and Qualifications of Sports Performance Staff 	<p>Stanford will continue to make physician and sport psychological services equitably available overall for male and female sports and will ensure gender-equitable access to massage services.</p> <p>Stanford is reviewing its loss of values insurance coverage policies for gender equity and will continue to provide accident insurance to student-athletes equitably.</p> <p>Stanford will ensure that men’s and women’s programs overall have equitable access to training and weight rooms and that areas will be branded to reflect the diversity of the student-athletes who use these spaces.</p> <p>Stanford is adjusting practice, competitive, and travel coverage for its sports to ensure equitable support overall for men’s and women’s programs consistent with accepted medical practices.</p> <p>Stanford is adjusting staffing in the athletic training and strength and conditioning areas to ensure equitable support overall for men’s and women’s programs on campus and when on-the-road.</p> <p>Stanford will ensure that strength coaches receive equitable support.</p> <p>Stanford will ensure that certified athletic trainer (ATC) and sports performance staff are trained annually with respect to Title IX compliance.</p>

<u>Title IX Compliance Area</u>	<u>Stanford Action</u>
<p>Provision of housing and dining facilities and services:</p> <ul style="list-style-type: none"> • Athletic-related housing • Athletic-related dining 	<p>Stanford will continue to provide gender equitable access to on-campus meals for all student-athletes.</p> <p>Stanford is reviewing its approach to nutrition support, including nutrition support and counseling, per diems, team-specific meals, snacks, fueling stations, pre-and post-practice meals, pre and post competition meals, and events support.</p> <p>Stanford will provide gender equitable access to supplemental meals and housing for men’s and women’s sports programs overall.</p> <p>Stanford will provide equitable access overall to hotel stays before home contests and meals before and after home contests for its men’s and women’s student-athletes and family and staff of men’s and women’s teams.</p>
<p>Provision of publicity:</p> <ul style="list-style-type: none"> • Availability and Quality of Sports Information Personnel • Access to other Publicity Resources for Men’s and Women’s Programs • Quantity and Quality of Publications and other Promotional Devices featuring Men’s and Women’s Programs 	<p>By 2023-2024, Stanford will implement a centralized external relations policy that ensures gender-equitable external relations support for its teams overall and that is sport-specific and responsive to the needs of the individual programs with respect to marketing, event presentation, communications and creative content support.</p> <p>Stanford is reviewing the staffing in this area to ensure that its men’s and women’s programs overall are supported by equitably available and qualified staff.</p> <p>An external relations representative will meet annually with the head coach of each sports program to discuss the team’s external relations support.</p> <p>Stanford will ensure that managerial staff in this area are trained annually with respect to Title IX compliance.</p>

<u>Title IX Compliance Area</u>	<u>Stanford Action</u>
<p>Provision of support services:</p> <ul style="list-style-type: none"> • Provision of Administrative Assistance • Provision of Secretarial or Clerical Assistance • Other Amenities, including Office Space and Access to Technology 	<p>Stanford is reviewing staffing within Athletics to ensure overall the men’s and women’s teams and coaches are equitably supported, particularly in the areas of team operations and administrative support.</p> <p>Stanford is reviewing student, volunteer, work study, and graduate assistant support for its teams to ensure gender equity overall.</p> <p>Stanford is creating a plan to provide gender-equitable office space and technology support overall for its men’s and women’s programs.</p> <p>Stanford will ensure that managerial staff in this area are trained annually with respect to Title IX compliance.</p>
<p>Recruitment of student-athletes:</p> <ul style="list-style-type: none"> • Substantially Equal Opportunities to Recruit • Financial and Other Resources 	<p>Stanford will apportion overall recruitment support in a gender equitable manner, including financial resources and admissions support opportunities consistent with DAPER’s Roster Management Plan.</p> <p>Stanford will ensure that managerial staff in this area are trained annually with respect to Title IX compliance.</p>