



Georgia Department of Education

Policies and Procedures

Policy Title:	<i>Gender Equity in Sports, State Schools</i>		
Policy Number:	<i>SS-6002 Descriptor Code-JHEC</i>		
Release Date:	<i>10-08-02</i>	Last Revised:	<i>11-23-03</i>

Purpose

To prohibit discrimination based on gender in any State Schools' athletic program.

Applicability

This policy applies to all athletic programs at the Atlanta Area School for the Deaf, the Georgia Academy for the Blind, and the Georgia School for the Deaf.

Policy

In compliance with the Georgia Equity in Sports Act (O.C.G.A. 20-2-315, 20-2-316), the State Schools shall prohibit discrimination in accordance with the following provisions.

General Provisions

The School Director at each State School shall:

- Prohibit participation, sponsorship, or coaching staff for interscholastic sports events that are conducted under the authority, rules, or scheduled by any athletic association whose charter, bylaws, or other governing documents are not in compliance with the Georgia Equity in Sports Act.
- Conduct ongoing assessment of athletic programs to determine whether there are equal athletic opportunities for members of both genders. If it is determined that athletic opportunities are not equal for members of both genders, an athletic interest survey will be conducted.
- Designate a Sports Equity Coordinator to monitor and maintain compliance with the Georgia Equity in Sports Act.
- Notify all employees of the name, office, and telephone number of the Sports Equity Coordinator.

- Facilitate the implementation of grievance procedures for resolution of complaints regarding gender equity in sports. The process shall be as follows.
 - The sports equity coordinator shall receive and document the formal complaint.
 - The complaint shall be forwarded to the School Director for review.
 - The School Director shall render his or her decision in regard to the complaint in writing no later than 30 days after receipt of the complaint, and such decision shall set forth the essential facts and rationale for the decision.
 - A copy of such decision shall be provided to the complainant and the Office of State Schools within five days of the date of the decision.
 - A complainant shall have a right to appeal such decision to the Office of State Schools within 35 days of the date of the decision.
 - A complainant may appeal a decision that is rendered in accordance with the procedures specified in Code Section 20-2-1160. If the State Board of Education determines that a system has failed to comply with this Code section, then the State Board shall provide the local school system with opportunities to prepare a corrective plan. If the State Board determines that a corrective plan of the local school system adequately plans and provides for future compliance with this Code section, then the State Board shall approve the plan and direct the local school system to implement such plan.
 - If, upon a complaint filed pursuant to subsection (h) of the Georgia Equity in Sports Act, after one year following the date of a State Board order directing implementation of a corrective plan, but within four years of the date of such order, the State Board determines that the local school system subject to such order has willfully failed to comply with this Code section, the State Board may, after consideration of the local school system's efforts to implement the approved corrective plan and any other corrective plan that may be submitted by the local school system, transmit a certification of such determination to the Department of Community Affairs. If the State Board's determination of noncompliance is later reversed or vacated upon appeal, the State Board shall immediately notify the Department of Community Affairs of such action.

- If, upon a complaint filed pursuant to subsection (h) of the Georgia Equity in Sports Act after one year following the date of a state board certification to the Department of Community Affairs but within four years of the date of such order, the State Board determines that the local school system which was subject to such order has willfully failed to comply with this Code section, the State Board may, after consideration of the local school system's efforts to implement an approved corrective plan and any other corrective plan that may be submitted by the local school system, order that a team or teams within the local school system or school within the local school system shall not participate in interscholastic post-season athletic contests and that participation in violation of such an order may result in withholding of state funds allotted pursuant to Code Section 20-2-186. An order of the State Board barring participation in interscholastic postseason athletic contests shall be made and announced before the beginning of a school year.

**Authority and/or
Cross-Reference**

- O.C.G.A. 20-2-315, 20-2-316