



University of Southern Indiana Gender Equity Plan

Purpose

USI is an engaged learning community advancing education and knowledge, enhancing civic and cultural awareness, and fostering partnerships through comprehensive outreach programs. We prepare individuals to live wisely in a diverse and global community.

Promoting fairness among our student athletes is integral in the development of a learning community. The athletic department of USI has developed the following policy, principles, and procedures to advance this goal. The USI Athletic department has a moral obligation to enhance these principles in ways that exceed the stated gender equity obligations as set forth by the NCAA/Title IX.

Background

In 1972 Congress passed Title IX of the Education Amendments to the Civil Rights Act of 1964. The 1970s marked a period of tremendous growth for women's athletics' participation. Since the 1970s, gender equity law has evolved from legislation such as Title IX, agency regulation, policy interpretation, and individual case decisions (*NCAA Gender Equity in Intercollegiate Athletics Guide*, 2010). In 2010, USI began formalizing a Gender Equity Plan for USI Athletics in accordance with the 2010 *NCAA Gender Equity in Intercollegiate Athletics Guide*.

Policy

USI fosters an environment promoting gender equality among current and future student athletes. Commitment to gender equity includes, but is not limited to, the following areas: scholarships, meeting the interests and abilities of male and female students, and other program areas.

Principles

Gender equity in athletics at USI includes obligation to comply with all legal requirements including but not limited to:

- Fair and equitable treatment of all athletes: USI is fully committed to the advancement of a gender neutral environment with the fair and equitable treatment of male and female student athletes.
- Equal opportunities to men and women athletes: Gender equity requires an acknowledgement that there is no difference in potential interest and level of participation in sports between males and females.
- Equitable levels of support: USI is fully committed to provide equitable levels of support including but not limited to financial, academic, emotional support.
- Environment in athletics: USI is fully committed to provide equitable levels of support including but not limited to the following areas: equipment, scheduling, travel allowances, academic support, coaching, locker rooms & other facilities, medical & psychological services, housing & dining, publicity, and support services, and recruitment.
- Ongoing assessment and evaluation of gender equity plan and progress: To continue to make significant progress toward gender equity goals, USI will reassess on an annual basis, its plan and progress toward gender equity. In addition, USI will continue to position itself to accommodate evolving gender equity standards as well as institutional demographics

Monitoring

In monitoring gender equity at USI, the following areas will be evaluated continually on the schedule below.

Year One	Year Two	Year Three
COACHES ATHLETIC SCHOLARSHIPS TUTORS SCHEDULING FOR GAMES AND PRACTICES	EQUIPMENT AND SUPPLIES HOUSING AND DINING FACILITIES MEDICAL AND TRAINING FACILITIES LOCKER ROOM, PRACTICE AND COMPETITIVE FACILITIES	PUBLICITY TRAVEL AND PER DIEM ALLOWANCES ACCOMMODATION OF INTERESTS AND ABILITIES

Reporting

USI students who experience issues, concerns, or questions related to gender equity in athletics should report his/her concerns to the USI Title IX Representative.

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