

DARTMOUTH COLLEGE ATHLETICS DEPARTMENT
GENDER EQUITY PLAN
March 15, 2022

This Gender Equity Plan presents the measures that Dartmouth will implement to address the findings and recommendations of the privileged and confidential Gender Equity Review conducted by external legal reviewers regarding equity of participation opportunities and treatment in Dartmouth’s intercollegiate athletics program.¹ The Plan is designed to ensure that all aspects of that program comply with Title IX by the 2023-24 academic year and future years.

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.

¹ As a member of the Ivy League, Dartmouth does not offer athletics scholarships, so that area was not part of the Gender Equity Review.

II. 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

Dartmouth's Action Plan

This table displays the actions Dartmouth will be taking to provide gender-equitable athletic participation opportunities and treatment in compliance with the twelve areas listed above. A leadership group within Athletics (Athletic Director and senior management team) is responsible for undertaking or overseeing all listed actions, all of which have been initiated.

<u>Title IX Compliance Area</u>	<u>Dartmouth Action</u>
Participation opportunities	Dartmouth will comply with Prong 1 of the Three-Part Test by providing intercollegiate participation opportunities for male and female students in numbers substantially proportionate to their respective full-time undergraduate enrollments, pursuant to a Title IX-compliant Roster Management Plan and a Data Management Plan. Dartmouth's Roster Management Plan has been carefully tailored to the individual men's and women's sport programs and includes roster size targets that do not exceed preferred

	<p>squad sizes of Dartmouth’s head coaches. The roster management program will be reviewed annually with the head coaches of all sports and with reference to the undergraduate enrollment to ensure Prong 1 compliance by the 2023-24 academic year and thereafter.</p> <p>The Data Management Plan has been created to ensure accurate recordkeeping in Athletics’ compliance software database. Athletics’ compliance staff will monitor rosters and countable athletically related activities; train coaches on recordkeeping; oversee coaches’ completion of reports; and conduct checks to ensure accuracy.</p>
<p>Provision of equipment and supplies</p>	<p>Dartmouth is centralizing the equipment procurement and inventory process. This includes reviewing the equipment budget process for each team and monitoring sources of financial support to ensure equity; purchasing an inventory management system to ensure accurate inventory tracking and equitable distribution of equipment; and adding staffing in the equipment area in order to provide equitable support in addition to improving utilization of equipment storage space.</p>
<p>Scheduling of games and practice times</p>	<p>Dartmouth is implementing a scheduling policy for practices and games at all facilities to ensure gender-equitable schedules, including practice time slots.</p> <p>Dartmouth is ensuring that all teams have equitable opportunities to compete regardless of budget allocation, taking into consideration gender-neutral factors such as missed class time and Ivy League schedule requirements, and is reviewing the travel budget process to ensure equitable out-of-region travel opportunities, including foreign travel opportunities.</p>

	Dartmouth is ensuring gender-equitable opportunities for guaranteed funding to bring teams to Dartmouth’s campus.
Travel and per diem allowance	Dartmouth is developing standards to be phased in and fully implemented by 2023-24 governing team travel, including mode of transportation, class of hotels, and the provision of food during travel to ensure that all travel is accurately assessed and documented, and to ensure gender equity in travel.
Opportunity to receive academic tutoring and assignment and compensation of tutors	Dartmouth is ensuring that all athletic-related academic services continue to be provided centrally.
Opportunity to receive coaching and assignment and compensation of coaches	<p>Dartmouth is continuing to review hiring and compensation practices and is making appropriate adjustments in FY22 and beyond to ensure coaches of men’s and women’s teams receive equitable compensation – including salary and other sources of income such as retention bonuses – and other treatment, with a particular focus on hiring.</p> <p>Dartmouth will continue to ensure that applicable coaching maximums are maintained and are embedded in the hiring process.</p> <p>Dartmouth will provide its male and female student-athletes with equitable access to equitably qualified coaches.</p>

<p>Provision of locker rooms, practice and competitive facilities</p>	<p>Dartmouth will renovate and expand spaces in the Rugby Clubhouse, Berry Sports Center, and Thompson Arena to provide gender-equitable facilities for the women’s sports teams that use these facilities. These enhancements will include renovations to locker rooms, offices, meeting spaces, and activity spaces, enabling access to bathrooms and showers for student-athletes as well as visiting teams, direct access to ice level for both male and female athletes, and dedicated space for visiting teams.</p> <p>Dartmouth is studying the feasibility of renovating other facilities to provide better support to the sports teams using these spaces and to enhance gender equity.</p> <p>Dartmouth’s annual review of facilities will prioritize gender equity as part of the capital planning and improvement process.</p>
<p>Provision of medical and training facilities and services</p>	<p>Dartmouth is adjusting practice, competitive, and travel coverage for all sports to ensure equitable support for men’s and women’s programs in consistency with accepted medical practices.</p> <p>Dartmouth is adjusting staffing in the athletic training and strength and conditioning areas to ensure equitable support for men’s and women’s programs and to enhance the student-athlete experience.</p>

<p>Provision of housing and dining facilities and services</p>	<p>Dartmouth is developing a centralized athletics-related dining services policy, to be phased in and fully implemented by 2023-24, including nutrition support and counseling, team-specific meals, snack, and fueling station access, and pre-and post-game meal and event standards, including access to restaurants and catered meals.</p> <p>Dartmouth will track the provision of Athletics-provided meals/snacks for all teams to ensure equitable support.</p> <p>Dartmouth will explore opportunities to expand post-game meet-and-greet meal events to ensure gender equity.</p>
<p>Provision of publicity</p>	<p>Dartmouth is developing a comprehensive and centralized media policy, to be phased in and fully implemented by 2023-24, to ensure consistent and equitable coverage across all sports programs that is sport-specific and equitably responsive to the needs of the individual programs.</p> <p>Dartmouth will expand marketing and publicity staffing to ensure coordination of Athletics marketing and communications and to provide gender-equitable marketing and communication support for all teams. A communications representative will meet annually with the head coach of all men’s and women’s programs to discuss the team’s communications and marketing support.</p>

<p>Provision of support services</p>	<p>Dartmouth is reviewing staffing within Athletics to ensure teams and coaches are equitably supported, particularly in the area of team operations and administrative support.</p> <p>Dartmouth is reviewing student, volunteer, work study, and graduate assistant support for all teams to ensure equity and consistency.</p> <p>Dartmouth is creating a plan to provide gender-equitable office space for its men's and women's programs.</p>
<p>Recruitment of student-athletes</p>	<p>Dartmouth will apportion recruitment support equitably and will provide equitable admissions support opportunities for men's and women's teams.</p>