

## **NON-DISCRIMINATION POLICY & PROCEDURES IN COMMUNITY ATHLETIC PROGRAMS**

### **PURPOSE**

The purpose of this policy, as mandated under Revised Code of Washington (RCW) Section 49.60.505, is to establish the provision of equal access to public community athletic programs on city-owned facilities by prohibiting discrimination on the basis of gender.

### **POLICY**

The City of Ridgefield does not allow discrimination against any person on the basis of gender in the operation, conduct or administration of community athletic programs while using city-owned facilities.

### **DEFINITIONS**

Community Athletic Programs – Any athletic program that is organized for the purpose of training for and engaging in athletic activity and competition that is in any way operated, conducted, administered or supported by the City of Ridgefield.

City-owned Facilities – Any property owned, operated or administered by the City of Ridgefield for the purpose of training for and/or engaging in athletic activity and competition.

### **PROCEDURES**

1. The City of Ridgefield Public Works Director or designee will allocate and schedule city-owned facilities in a manner that provides equal access to all Community Athletic Programs.
2. The policy will be added as a provision of all lease or use agreements for city-owned facilities. Failure to comply with the policy may result in termination for use of the facility if not immediately corrected.
3. The City of Ridgefield will not issue a lease or use agreement for use of any city-owned facility to a third party that discriminates against any person on the basis of gender in operation, conduct or administration of a Community Athletic Program.
4. The City Clerk or designee will be the responsible staff member to process complaints of discrimination consistent with the provisions contained in this policy. A copy of the complaint, together with a copy of the report of investigation, will be forwarded to the Public Works Director within ten (10) business days of the date the complaint was received.
5. The Public Works Director will be the responsible staff member to work with the Community Athletic Program Director for resolution within (30) days.