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## **Community Recreation Program Gender Equity Policy**

### **1.0 Purpose:**

This Policy is intended to ensure that all citizens have the opportunity to participate in City sponsored or City supported community recreation programs regardless of gender.

### **2.0 Definitions**

- 2.1 Community Recreation Program – Any program, athletic or otherwise, that is organized by a community group for the purposes of training for and/or engaging in an activity or competition.
- 2.2 Community Group – Any organization or group consisting of members of the public who produce or organize a community recreation program.
- 2.3 Discrimination – Denying a privilege or requiring additional functions/work from an individual or group, unrelated to their legal rights.
- 2.4 Produce – Synonymous with “operating” or “organizing” in relation to a community recreation program.
- 2.5 City Facilities – Any property or facility owned, operated or administered by the City for the purposes of training for and/or engaging in a community recreation program.

### **3.0 Policy:**

It is hereby policy of the City of Ephrata:

- 3.1 To permit the use of City facilities by individuals and organizations, in a manner that does not discriminate and is designed to assure equal opportunity for full enjoyment and use by all persons, regardless gender.
- 3.2 The City shall require community groups, as a condition of their use of publicly owned facilities, to make all decisions affecting an individual’s participation in community recreation programs conducted on or in City facilities without regard to the participants’ gender.

### **4.0 Procedure**

- 4.1 The City of Ephrata will produce all community recreation programs in a manner that promotes equal opportunities for participation by any person regardless of gender.
- 4.2 Allocate and schedule sports facilities in a manner that provides equal access to all community recreation programs.
- 4.3 All rental/use agreements involving community recreation programs will include language that prohibits discrimination by the user.
- 4.4 The City will endeavor to reject any facility use applications/requests by a community group seeking to produce a community recreation program when that community group is known to practice gender discrimination in the operation, conduct or administration of a community recreation program.
- 4.5 The City will disseminate this policy initially by a direct mailing to local community groups and thereafter through posting it on the City’s website, along with the title(s), office address and office telephone number of any employee(s)

responsible for carrying out the City's attempts to comply with this policy. The City does not publish a regular newsletter or brochure.

- 4.6 Should any member of the public wish to officially notify the City that a community group utilizing a City facility practices discrimination in the administration or production of a community recreation program that affects the ability to any individual to participate due to gender, they must fill out a Citizen Comment Form and submit it with any related materials that should be considered in evaluating the practices of said community group to one of the individuals listed below.
- 4.7 The following individuals are charged with ensuring that this policy is adhered to:
  - 4.7.1 Titles:
    - 4.7.1.1 City Administrator
    - 4.7.1.2 Recreation, Tourism and Public Relations Director.
  - 4.7.2 Address: 121 Alder St SW, Ephrata, WA 98823.
  - 4.7.3 Office telephone: 509-754-4601.