



FREE WEBINAR

LEVEL THE FIELD — TITLE IX ATHLETICS & TODAY'S GENDER-EQUITY PRIORITIES

Agenda & Goals

- Understanding
- Expectations
- Action



Intro & Overview



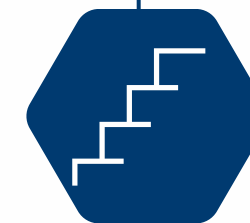
Current Landscape



The Three Buckets



Financial Realities



Action Steps

Athletics

- **Spotlight**
- **Litigation**
- **Expedited**



Why It Matters...



**Focus of the
Current
Administration**



**Heightened
Awareness &
Spotlight**



**Easy Target &
Significant
Impact**



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TITLE IX ATHLETICS OCR RESOLUTIONS 2016-2025*

*OCR WEBSITE – SOME ARE MISSING

155

K-12

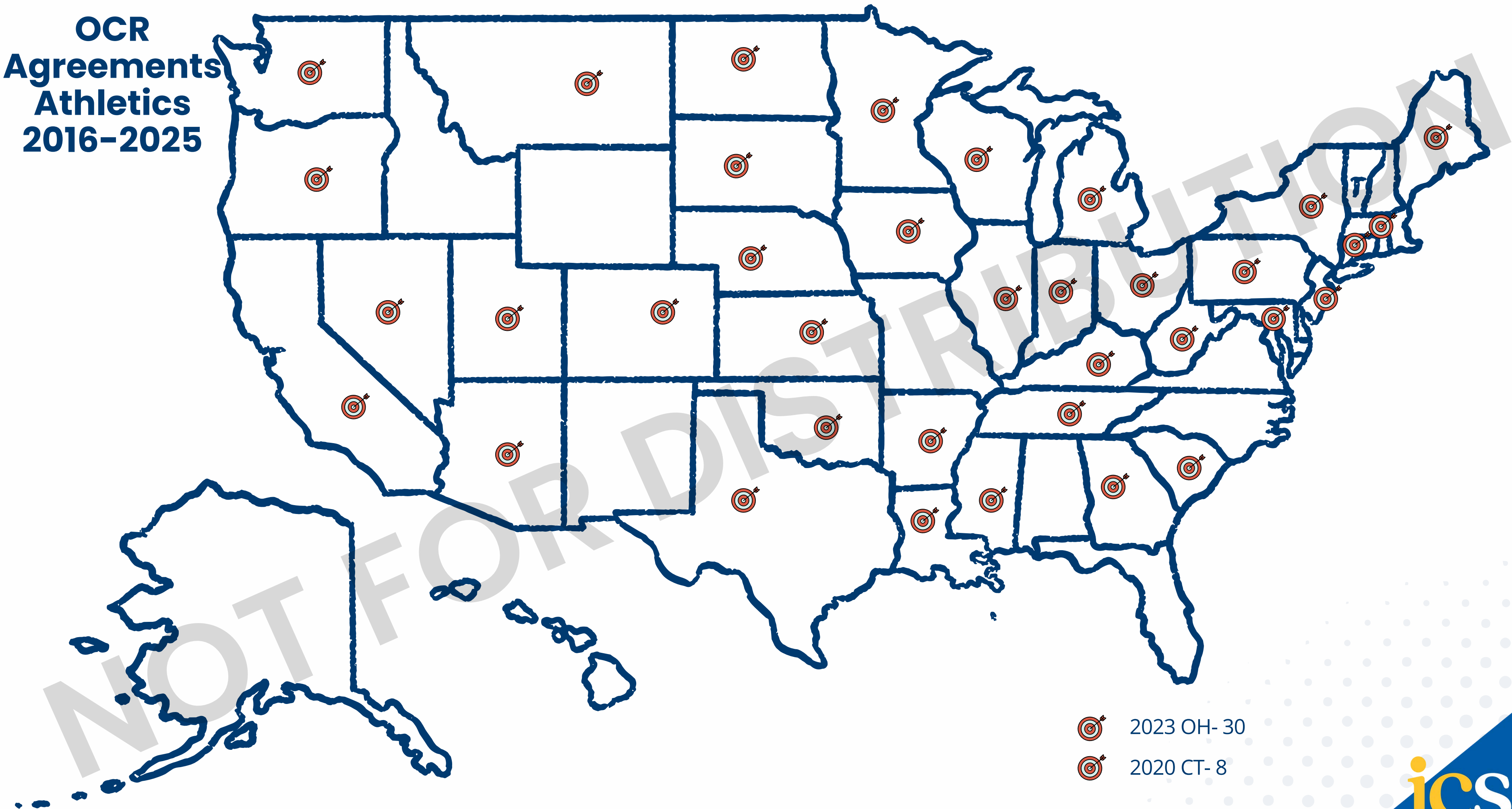
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HIGHER ED

222



OCR Agreements Athletics 2016-2025



DIRECTED INVESTIGATIONS

2025 – CA, ME, UNIVERSITY OF PENNSYLVANIA

- Violation of Title IX to allow biological males to participate in female athletics
 - Actual participation
 - Locker rooms





Photo illustration by Getty Images



COMMENTARY

Md. Middle School Faces Title IX Complaint for Dismissive, Unequal Locker Room Policy

Energy Department withdraws controversial Title IX athletics rule

The department's efforts, which could have been a trial run for other agencies to education policy, were stymied by public opposition.

Published Sept. 12, 2025

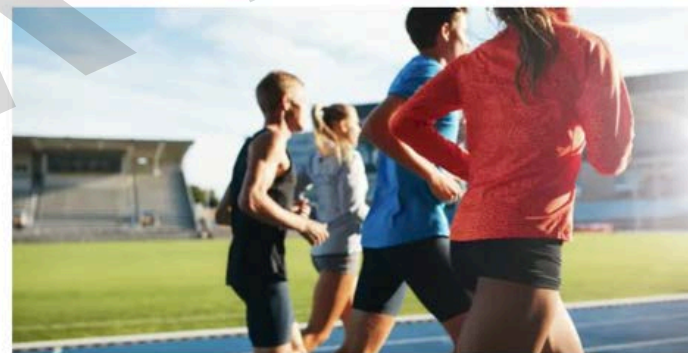


Naaz Modan
Senior Reporter



Federal Court Narrows but Does Not End Debate Over Transgender Athletes and Title IX in College Sports

by: David R. Kuhn, William C. Ruggiero Oglethorpe, Deakins, Nash, Smoak & Stewart, P.C. - Our Insights
Posted On Wednesday, October 22, 2025



RELATED PRACTICES & JURISDICTIONS

Entertainment Art Sports

Civil Rights

Public Education Services

Constitutional Law

Litigation Trial Practice

11th Circuit (incl. bankruptcy)

Trans teammate poses danger, 3 SRJC volleyball players allege in Title IX complaint

The player, they say, injured Santa Rosa Junior College team members during practice on two occasions, including a concussion caused by a hard-hit volleyball.



EDUCATION

Meet the groups pushing Maine school boards to change transgender policies

At least eight school districts have embraced the Trump administration's take on Title IX this year. Parents' rights groups have been involved in each vote.

BY: DANIEL O'CONNOR, THE MAINE MONITOR - NOVEMBER 3, 2025 9:22 AM



Local News

Minnesota's transgender athlete policy violates Title IX, federal investigation claims

By Riley Moser

Updated on: October 10, 2025 / 4:25 PM CDT / CBS Minnesota

Federal officials say that the Minnesota Department of Education and the Minnesota State High School League both violated Title IX with policy on transgender athletes.

Department of Education's Office for Civil Rights and the U.S. Department of Health and Human Services determined in a joint report that Minnesota "allowed male athletes to compete" on several girls sports teams.

RECOMMENDED FOR YOU

Man killed after SUV flips off Highway 101 in Santa Rosa, Calif.



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3 Targets for Athletics Title IX Compliance



1 Participation
+
Interest
+
Ability



2 Benefits
+
Opportunity
+
Treatment



3 Scholarships
+
Financial
Aid
*If applicable

Target 1

Participation, Interest, and Ability

- **Three Arrows (Parts)**
- **Only need one bullseye**

(Target 1)



Title IX Athletics 3 Part Test



**1.
Substantial
Proportionality**



**2.
History of
Expansion**



**3.
Interests and Abilities**

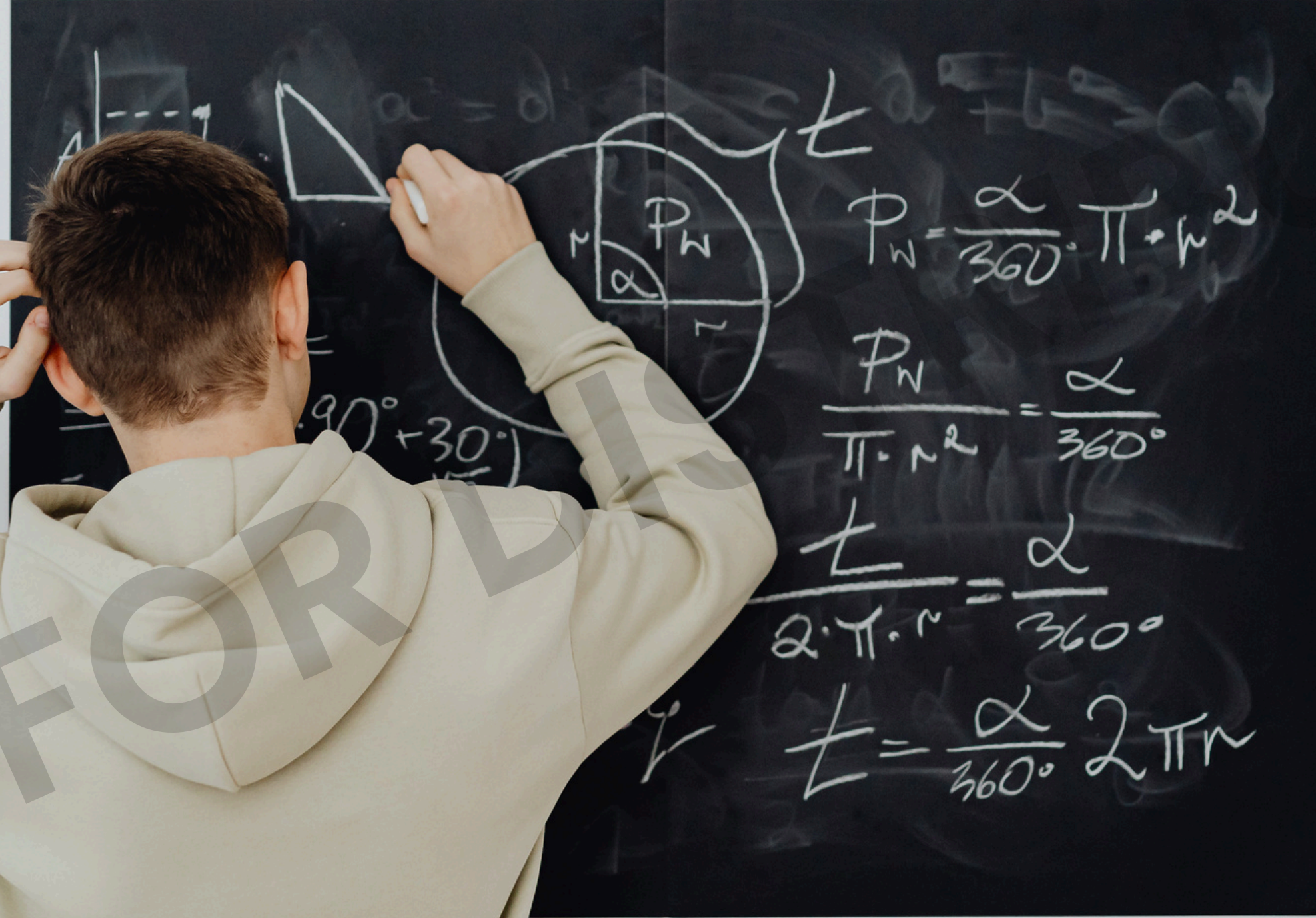


NOT

FOR

REPLICATION

UTION



SUBSTANTIAL PROPORTIONALITY

*TARGET 1, PART 1

The Formula

1. # of female students/enrolled students = percentage of female students
2. # of female athletic opportunities/total number of athletic opportunities
 - a. May be “duplicated” or “unduplicated”

Answer to 1. and 2. need to be VERY Close

SUBSTANTIAL PROPORTIONALITY

TARGET 1, PART 1

Unduplicated Measurement: Doesn't take into account if athletes participate in more than one sport

1. # of female students/enrolled students = percentage of enrolled female students
2. # of female athletes/total number of athletes

Answer to 1. and 2. need to be VERY Close (less than 5%)

Example:

School has the following:

- 1000 students (500 female students, 500 male students)
- 300 total athletes (120 female, 180 male)

500 female students/1000 total students = 50% enrolled female students

120 female athletes/300 total athletes= 40%

- Difference of 10%

SUBSTANTIAL PROPORTIONALITY

TARGET 1, PART 1

Duplicated Measurement: Takes into account when athletes participate in more than one sport

1. **# of female students/enrolled students = percentage of enrolled female students**
2. **# of female roster spots/total number of roster spots**

Answer to 1. and 2. need to be VERY Close (less than 5%)

Example:

School has the following:

- **1000 students (500 female students, 500 male students)**
- **400 total filled roster spots (150 female, 250 male)**

500 female students/1000total students = 50% enrolled female students

150 female roster spots/400 total athletes= 37.5%

- **Difference of 12.5%**

HISTORY OF EXPANSION

*TARGET 1, PART 2

- History or ongoing pattern of adding participation opportunities for females
- Generally look at last 3-5 years
- UNAVAILABLE if in the process of eliminating or downsizing sports for females

CHALLENGE

INTERESTS & ABILITIES

*TARGET 1, PART 3

- Is the school fully and effectively accommodating interests and abilities?
- Has school “maxed out” its offerings?
- Surveys & evaluations
- What is popular in rec league and youth sports?



How to Prepare...



**Crunch the
Numbers**



**Evaluate
Opportunities**



**Survey the
Students**

Target 2

Benefits, Opportunities, and Treatments

Athletics (Bucket 2)

Benefits, Opportunities, & Treatment

- Equipment & supplies
- Game & practice times
- Travel & per diem
- Coaching & coaches compensation
- Academic tutoring
- Locker rooms
- Practice facilities

- Competitive facilities
- Medical & training facilities
- Housing and/or dining services
- Publicity
- Supportive services
- Recruitment (if applicable)
- Other

FACILITIES

- PRACTICE & COMPETITION



LOCKER ROOM

- HOME AND GUEST



ACCESS TO MEDICAL & TRAINING SERVICES



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**TRAVEL &
PER DIEM**

EQUIPMENT & SUPPLIES



UNIFORMS



COACH



COACHES

Availability

- Relative availability of full time coaches
- Relative availability of part time and assistant coaches
- Relative availability of graduate assistants (if applicable)

Training

- Training and experience of coaches
- Professional qualifications of coaches
- Professional standing of coaches

Compensation

- Per sport/per season
- Duration of contracts
- Conditions related to contract revenue
- Nature of duties performed
- Working conditions



Board debates coach pay categories; tables change to committee amid Title IX and wage-and-hour concerns

July 17, 2025 | Hamilton County, School Districts, Tennessee



Subscribe

This article was created by AI summarizing key points discussed. AI makes mistakes, so for full details and context, please refer to the [video of the full meeting](#). Please report any errors so we can fix them. [Report an error »](#)



✦ **Plus:** Ask questions about this article.

Board members raised concerns about what one trustee called an inequity between faculty and classified pay rates for coaching stipends and discussed legal exposure under Title IX and federal wage-and-hour rules. The board did not adopt an immediate policy change and instead directed staff to study the issue in committee.



QUALITY OF COMPTITION-

PRE AND POST SEASON OPPORTUNITIES



GAME AND PRACTICE TIMES



**GAME AND
PRACTICE
DATES**

1

2

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How to Prepare...



**Visit the
Facilities**



**Compare the
Schedules**



**Review the
Budgets**

Target 3

Scholarships and Financial Aid

FINANCIAL AID AND SCHOLARSHIPS

- Percentage of female athletes compared with percentage of scholarship money provided to female athletes
- One percent rule - Scholarship allotment **MUST** be within 1% of their respective participation rates
- **Example:**
 - 45% of student athletes are female
 - \$300,000 of athletic scholarship money with \$130,000 going to female student athletes ($130,000/300,000=43\%$)
 - $45\%-43\%= 2\%$ difference



How to Prepare...



Calculate



Compare



Correct

Concordia University told to reinstate women's teams while Title IX lawsuit plays out



A federal judge has granted a preliminary injunction preventing Concordia University in Irvine from dropping two women's sports including its swimming and diving team. (Kathryn Riley / Getty Images)

October 28, 2025

- A federal judge orders Concordia University to immediately reinstate women's swimming and tennis programs while a Title IX lawsuit plays out.
- The Irvine university claimed cost constraints forced the cuts, but simultaneously invested \$25.5 million in upgrading athletic facilities.
- The lawsuit alleges sex discrimination: Women comprise 59% of Concordia's students but received only 51.2% of varsity sports roster spots.

NCAA

NAME, IMAGE & LIKENESS

Pre-Settlement

House Settlement Agreement (June 2025)

Post Settlement

- Wild wild west
- New and unprepared
- Little to no regulation
- Only applied to current athletes
- No revenue sharing
- Only non institutional funds

Past Damages

- \$2.56 BILLION over 10 years to “harmed” athletes
- June 2016- September 2024

Current

- Revenue share (up to 22% of institutional athletic revenue)
- Roster limits
- Elimination of scholarship caps
- Regulation & registration of NIL \$ outside of institution

NIL & House Impact on Title IX



● House Court

- Refused to weigh in on whether payments under the settlement had to comply with Title IX
- Settlement currently under appeal
 - June 11, 2025: 8 female athletes claimed the “back pay” damages portion violates Title IX
 - Currently
 - 90% to male football and basketball athletes
 - 5% to women’s basketball
 - 5% to “other” athletes
 - ONLY “back pay” paused during appeal

● Roster Limits

- Evaluate whether roster compositions violate equity under Title IX
- Some athletes “grandfathered” in

● Elimination of Scholarship Caps

- Scholarship distribution still needs to be equitable

● Training & Resources

- Training and resources re: NIL opportunities needs to be provided equitably



DISTRIBUTION

FREE WEBINAR



THE ICS DIFFERENCE

Unlocking the Benefits of Being an ICS Community Partner

COMPLIANCE



- 1 Title IX Coordinator
- 2 Civil Rights Compliance
- 3 Title IX & Athletics Compliance
- 4 Compassion & Compliance



THE ICS DIFFERENCE: UNLOCKING THE BENEFITS OF BEING AN ICS COMMUNITY PARTNER

December 9, 1 PM EST

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COMPLIANCE CORE 4 SERIES

\$1,497 (Savings of \$599!)

Choose your dates when registering

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TITLE IX AND ATHLETICS COMPLIANCE

\$499 / \$449 (Community Partners)

March 5, 11 AM – 2 PM EST

REGISTER

PREMIERE

Title IX Student Bystander Training

NOVEMBER 19 | 1PM EST



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GOT
THIS!

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