



AB2404 NOTIFICATION PROCEDURES

PURPOSE: Policy and criteria for regularly notifying youth athletic organizations, employees and involved personnel that they cannot discriminate on the basis of gender in the activities or programs they operate.

In an effort to regularly communicate to volunteer and employee and personnel the importance of non-discrimination practices on the basis of gender regarding youth athletic and recreational programming, the following measures are being submitted for approval and implementation:

1. Require appropriate Human Services Department staff, contractors, and Youth Sports Committee volunteers to attend annual trainings for information and compliance issues regarding federal and state anti-discrimination law as it relates to youth athletic and recreational programming.
2. Require every Youth Sports Committee member-agency to have at least one Board of Director complete *youth athletic anti-discrimination training* on an annual basis. Training would be supplied by the City. (See AB 2404 Gender Equity Training Requirements and AB 2404 Gender Equity Training Check List)
 - a. *Annual Training* will be defined as: Completion of youth athletic anti-discrimination training every year.

In the event that the Board Director who received training chooses to resign or is no longer part of the league for two-year certification period, such league would need to send a new Board of Director to complete the anti-discrimination training. Failure to do so would place the league in non-compliance position with Youth Sports Committee Policies and Procedures and City regulations.

- b. *Non-compliance* will be defined as: Failure to maintain at least one active Board of Director that is currently trained (by the City) to prevent discrimination in youth athletics. Any league that falls into non-compliance regarding this issue will suffer suspension of field access rights, as granted under the Facility Use Agreement Between the City and Said Organizations/League.
3. Create a marketing campaign addressing the positive benefits that girls and boys experience from active participation in sports and recreational programs. Include

the contact information for reporting discriminatory practices regarding youth athletics. Continue to market the campaign (or improved revisions of the campaign) annually.

4. Create a zero-tolerance slogan (followed by a personnel policy) for City employees, contractors and volunteers, as it relates to the prevention of youth athletic discrimination on the basis of gender. Communicate this philosophy through the City's employee newsletter. Work with the Personnel Department to develop and enforceable policy.