



# STATEMENT OF COMPLIANCE OF TITLE IX GENDER EQUITY

# FORM R-4

*(Adopted 4/1/10 effective 7/1/10) (Adopted 6/22/11 effective 7/1/12) (Adopted & effective 7/2/12) (Adopted 3/28/13 effective 7/1/13) (Adopted 2/12/15 effective 7/1/15) (Adopted 4/2/15 effective 7/1/15) (Adopted 6/12/15 effective 7/1/15) (Revised 3/31/16 effective 7/1/16)*

In compliance with State Ed Code Sections 78223, 66271.6, 66271.8, and 67360 et seq. and Federal gender equity laws pertaining to equitable athletic participation opportunities for men and women, respective community colleges, governed under the California Community College Athletic Association, must complete and report the three-part test as indicated on this Form R-4. The three-part test includes: (1) participation proportionate to full-time undergraduate enrollment; or (2) continued program expansion for the underrepresented gender; or (3) fully and effectively accommodating the underrepresented gender. This report provides a member institution with the opportunity to demonstrate compliance using the "three part test," but does not assess compliance with the program components identified by the Federal Office of Civil Rights.

This Form R-4 shall be completed, signed, and electronically submitted (email attachment), along with verification that the most-recent Equity in Athletics Disclosure Act (EADA) Report has been filed and locked, to the CCCAA Director of Membership Services and a copy to the all-sports conference commissioner by November 1 of each year. The original is to be retained in the President's office on campus, as well as a copy in the College's Title IX Coordinator's office. Failure to complete and file all pages of the Form R-4 and verification that the EADA Report has been filed by November 1 will result in the forfeiture of all completed contests until the form is received by the CCCAA Office. Verification can be provided by submitting an electronic copy of the completion certificate available on the bottom of the Survey Navigation /Status screen of the EADA by the individual who submitted/locked the online EADA Survey or a screenshot of the EADA webpage which states the EADA Survey was locked. See completed example at <http://www.cccaasports.org/services/gender>

*Please type (tab to the blank lines) to complete the information in the spaces provided*

College Las Positas College Academic Year Reported (Same as EADA Report) 2019-20

Title IX Coordinator (Name) Anette Raichbart Phone (925) 424-1630

(Job title) Vice President, Admin Services Email araichbart@laspositascollege.edu

## TEST ONE: PARTICIPATION PROPORTIONATE TO FULL-TIME UNDERGRADUATE ENROLLMENT

Please indicate the rates of full-time undergraduate enrollment and athletic participation. For a formal definition of "participation," please visit the following link to CCCAA Gender Equity: <http://www.cccaasports.org/services/gender>.

Rates of Athletic Participation Compared to Rates of Full-time Undergraduate Enrollment										
Program	Rate of Full-time Undergraduate Enrollment		Rate of Participation in Athletics		Exact Proportionality for Underrepresented Gender*	Number Needed to Reach Exact Proportionality for Underrepresented Gender	# of Teams Currently Offered for Under-represented Gender	Average Team Size for Under-represented Gender	Does the college comply with substantial proportionality: (If average team size is less than the number needed to reach exact proportionality, then the college does not comply with Test One.)	
	Total Number	Percentage (%)	Total Number	Percentage (%)						
Women	2,116	47.13%	71	46.10%	73.98	2.98	5	14.2	Yes <input checked="" type="radio"/>	No <input type="radio"/>
Men	2,374	52.87%	83	53.90%						
Totals	4,490	100%	154	100%						
Compare full-time enrollment % to athletic participation % to determine underrepresented gender. Fill in the cells below accordingly: (Columns per above headings)										
Under-represented	2,116	47.13%	71	46.10%					Yes <input checked="" type="radio"/>	No <input type="radio"/>
Over-represented	2,374	52.87%	83	53.90%						

\* For an example of exact proportionality calculations, please visit the following link to CCCAA Gender Equity: <http://www.cccaasports.org/services/gender>





# STATEMENT OF COMPLIANCE OF TITLE IX GENDER EQUITY

FORM  
R-4

Please describe the practices and procedures by the college to identify existing athletic interests and abilities, respond to those interests, and expand the program for the underrepresented gender to meet those interests. Note any currently-approved plan for program expansion:  
Type here:

Las Positas College collects data from CCCApply and the College Application in order to determine where there is an interest in additional athletic programs at the institution. This data is checked against local high school athletic participation to determine the long-term success and feasibility of starting a new program. As a result of utilizing this data, women's water polo was added in 2015 and women's indoor volleyball was added in 2018.

We are in the process of performing our due diligence (curriculum development, financial analysis, etc.) as it relates to adding women's softball. Our recently completed facility master plan includes a softball complex. With over 411 participants from 17 schools within our recruiting district, along with top local softball travel programs as well as local perennial powerhouses Amador Valley and Foothill high schools in the Las Positas College service area, softball is a viable option.

Additionally, with 708 track and field total athletes from 18 schools in the immediate surrounding area, this sport is another option for Las Positas College especially with a facility already located on campus.

For further information regarding Test Two, please visit the Gender Equity page from the CCCAA website: <http://www.cccaasports.org/gender.asp>





# STATEMENT OF COMPLIANCE OF TITLE IX GENDER EQUITY

# FORM R-4

## TEST THREE: FULLY AND EFFECTIVELY ACCOMMODATE THE UNDERREPRESENTED GENDER

An institution meets Test Three if it offers every team for the underrepresented sex for which there is sufficient interest and ability for a viable team and sufficient competition for that team in the area where the institution's teams normally compete. If the three factors of interest, ability, and available competition exist for a team not currently offered to the underrepresented gender, then the institution does not meet Test Three. For additional information please see the April 10, 2010 "Dear Colleague" letter from the Office of Civil Rights posted on the Gender Equity page of the CCCAA website at:

<http://www.cccaasports.org/services/gender>

Please provide the total number of applicants interested in athletic participation in the following sports for summer, fall, and spring terms. Also, indicate the dates for data collection and method of survey distribution.

Dates of data collection: From 10/01/18 (mm/dd/yy) to 09/30/19 (mm/dd/yy)

Method of distribution: CCCApply/College Application

NUMBER OF COLLEGE APPLICANTS INTERESTED IN ATHLETIC PARTICIPATION IN SPECIFIC SPORTS <i>(One Full Academic Year)</i>			
Women's Sports	Number Interested	Men's Sports	Number Interested
Badminton	56	Badminton	7
		Baseball	158
Basketball	135	Basketball	351
Beach Volleyball	43		
Bowling	36	Bowling	52
Crew/Rowing	31	Crew/Rowing	27
Cross Country	52	Cross Country	61
Fencing	25	Fencing	29
Field Hockey	15	Football	195
Golf	21	Golf	68
Gymnastics	55	Gymnastics	17
Lacrosse	43	Lacrosse	40
Skiing/Snowboarding	26	Skiing/Snowboarding	43
Soccer	272	Soccer	420
Softball	100		
Swimming/Diving	127	Swimming/Diving	119
Tennis	68	Tennis	57
Track & Field	144	Track & Field	202
Volleyball	170	Volleyball	80
Water Polo	43	Water Polo	62
Wrestling	17	Wrestling	71
Other:	80	Other:	168



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## FORM R-4

Additionally:

- 1) For the underrepresented gender, identify the sports offered in the high school interscholastic athletic programs in your recruitment areas that are not currently offered your intercollegiate program. Also, identify whether the number of students participating at the high school level suggests that there would be enough interest and ability to offer a team in that sport at your institution. Please use the CIF data that is available on the Gender Equity page of the CCCAA website under Membership Services.

Sport(s) not currently offered in program	Number of students participating in high schools within the recruitment area	College interest survey results
Cross Country	411	52
Softball	411	100
Track & Field	708	144
Cheerleading	543	12

- 2) For any sports identified under step 1, identify whether there is enough competition at an appropriate competitive level for that sport in the area where your current intercollegiate teams normally compete.

Sport(s) identified under step 1	Intercollegiate competition available (A) or not available (N/A) in the area, based on institution's mile radius* of competition:		Action Plan	Outcome
	Miles	30		
Cross Country	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	Encourage students to enroll at LPC and they can participate at our other district college.	
Softball	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	Curriculum in development, field in facility master plan, and financial analysis.	
Track & Field	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	Curriculum in development with a club in consideration. Facilities currently exist.	
Cheerleading	<input type="checkbox"/> A	<input checked="" type="checkbox"/> N/A	See if there is a desire on campus to create a club.	
	<input type="checkbox"/> A	<input type="checkbox"/> N/A		
	<input type="checkbox"/> A	<input type="checkbox"/> N/A		

- 3) Within the reporting year, how many written requests have been submitted to the College or athletic department to initiate additional sports?

Number:   0   Sports: \_\_\_\_\_

Again, if there is sufficient interest and ability for a team not currently offered, and there is sufficient competition at an appropriate level for that team, then the institution does not comply with Test Three.

For further information regarding Test Three, please refer to Valerie Bonnette's *Title IX and Intercollegiate Athletics: How It All Works — In Plain English* on pages 52-53, or visit the Gender Equity page from the CCCAA website at: <http://www.cccaasports.org/services/gender>



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# FORM R-4

Upon completion, the institution's athletic director(s), Title IX coordinator, and college president must sign this Form R-4 and forward a copy, along with verification that the most-recent Equity in Athletics Disclosure Act (EADA) Report has been filed and locked, to the CCCAA Director of Membership Services and a copy to the all-sports conference commissioner by November 1 of each year. The original is to be retained in the President's office on campus, as well as a copy in the College's Title IX Coordinator's office. Failure to complete and file all pages of the Form R-4 and verification that the EADA Report has been filed by November 1 will result in the forfeiture of all completed contests until the form is received by the CCCAA office.

Please indicate which of the three tests the institution meets for compliance with Title IX by checking the appropriate box below

- Test One - Participation Proportionate to Full-time Undergraduate Enrollment
- Test Two - Continuing Practice of Program Expansion for the Underrepresented Gender
- Test Three - Fully and Effectively Accommodate the Underrepresented Gender
- Program is Under Review\*

\*Programs under review will be provided with recommendations for compliance by the CCCAA Board or designate. Failure to comply with the recommendations may result in the college being deemed "not in good standing" per Article 1.5.4.G.

**Disclaimer:** An institution's compliance status under the three-part test does not affect or determine the institution's compliance with the other 12 program components reviewed under Title IX (i.e., scholarships, equipment, scheduling, travel, tutoring, coaching, facilities, medical and training facilities and services, housing and dining facilities and services, publicity, support services, and recruitment of student-athletes).

The signatures below indicate that the Form R-4 process has been completed as required in Article 1.5.4.G

## Las Positas College

Name of Institution

James Giacomazzi

Athletic Director (type or print)

  
(Please sign)

01/13/21

Date (mm/dd/year)

Erick Bell

Additional Athletic Administrator (type or print)  
(if applicable)

(Please sign)

01/13/21

Date (mm/dd/year)

Anette Raichbart

Title IX Coordinator (type or print)

Anette Raichbart  
(Please sign)

01/27/2021

Date (mm/dd/year)

Dyrell Foster

College President (type or print)

Dyrell Foster  
(Please sign)

01/27/2021

Date (mm/dd/year)

(7/1/20)

## Equity in Athletics Disclosure Act Completion Certificate

The Equity in Athletics Disclosure Act (EADA) data for  
Las Positas College

were completed and locked on **January 21, 2021**.

Thank you for your participation in the 2020 data collection.

This certificate was prepared on **January 21, 2021**



