

**Resolution Agreement**  
**Complaint No. 09-19-1262**  
**Santa Maria Joint Union School District**

The Santa Maria Joint Union School District (the District), without admitting to any violation of law, agrees to fully implement this resolution agreement (Agreement) to resolve the compliance concerns identified by the U.S. Department of Education, Office for Civil Rights (OCR), under Title IX of the Education Amendments of 1972 (Title IX), 20 U.S.C. § 1681, and its implementing regulation at 34 C.F.R. Part 106, in the above-referenced OCR case number.

**I. Training**

**A. Provision**

By March 18, 2022, the District will provide its Title IX Coordinator, the Athletic Director of Ernest Righetti High School (School), the Principal of the School, and all paid coaches of interscholastic and club teams at the School with a training that includes the District's general responsibilities under Title IX and its application to athletics.

**B. Reporting**

By January 31, 2022, the District will provide a draft of the training materials to OCR for review and approval. The District agrees to provide the trained describe in Section I.A. above with 30 days of OCR's review and approval of the training materials.

**II. Scheduling of Games and Practice Times**

**A. Provisions**

1. The District will ensure that the School's girls athletics teams have equivalent competition opportunities as the School's boys athletics teams.
2. The District will ensure that the School's girls athletics teams have equivalent practice opportunities as the School's boys athletics teams, and when girls and boys teams share a facility during the same season and practice on the same day, that they alternate early and late practice times.

**B. Reporting**

1. By September 30, 2022, the District will provide OCR with documentation showing that the School's girls and boys athletics teams have equivalent competition opportunities.
2. By September 30, 2022, the District will provide OCR with documentation showing that the School's girls and boys athletics teams have equivalent practice opportunities,

and when girls and boys teams share a facility during the same season and practice on the same day, that they alternate early and late practice times.

### **III. Travel and Per Diem**

#### **A. Provision**

The District will ensure that the School's girls and boys athletics teams have equivalent access and opportunity to use School vans/buses for travel, and the School will ensure male and female teams will have equivalent fundraising requirements including that fundraising is voluntary.

#### **B. Reporting**

By September 30, 2022, the District will ensure that the School's girls and boys athletics teams have equivalent access and opportunity to use School vans/buses for travel, and the School will ensure male and female teams will have equivalent fundraising requirements.

### **III. Equipment and Supplies**

#### **A. Provision**

The District will ensure that members of the School's girls and boys athletics teams have equivalent equipment, supplies, and uniforms (including warm up apparel).

#### **B. Reporting**

By September 30, 2022, the District will provide OCR with documentation showing that members of the School's girls and boys athletics teams have equivalent equipment, supplies, and uniforms (including warm up apparel).

### **IV. Opportunity to Receive Coaching**

#### **A. Provisions**

The District will provide coaching to the School's girls and boys athletics teams on an equitable basis. Specifically, the District will provide equivalent numbers of coaches per athlete for girls and boys athletics teams at the School. To ensure equity, the District will track the number of paid coaching positions for each team at the School, regardless of whether the coach is full or part-time. The District will establish an equitable volunteer policy.

#### **B. Reporting**

By September 30, 2022, the District will provide OCR with information that it is providing coaching to the School's girls and boys athletics teams on an equitable basis.

The information will include a roster of coaches for each team and whether each coach is full or part time, and if part-time, what percentage of time.

## **V. Facilities**

### **A. Provisions**

1. The District will provide a team room(s) for girls athletics teams at the School that is equivalent in square footage, quality, availability, amenities, and usage to the team room(s) provided to boys teams at the School.
2. The District will ensure that male and female students at the School have equivalent locker room facilities while participating in physical education classes, including lockers in which to store clothing. This will include sufficient access to lockers such that each boy or girl student may have access to a locker to use during their physical education class period.
3. The District will ensure that the School's baseball and softball facilities are equivalent in quality, availability, amenities, and usage at the School, including travel time to their respective fields. Specifically, the District will modify the School's softball field(s) to ensure that the following features are comparable to those of the School's baseball field(s):
  - a. Bullpen and pitching/catching areas;
  - b. Batting cage;
  - c. Press box;
  - d. Dugouts (including coverings, seating areas, and other amenities such as bat/helmet racks); and
  - e. Diamond and outfield areas.
4. The District will also ensure that the School's softball and baseball teams will have equivalent access to their fields for practice during their off seasons, and equivalent travel time to their respective fields at the School.

### **B. Reporting**

1. By December 30, 2022, the District will provide documentation that it has created a team room(s) for girls athletics teams that is equivalent in square footage, quality, availability, amenities, and usage to the team room(s) provided to boys athletics teams at the School.
2. By December 31, 2022, the District will provide documentation that it has male and female students at the School have equivalent locker room facilities while participating in physical education classes, including lockers in which to store clothing.

3. By December 30, 2022, the District will provide its plan for OCR review and approval, regarding the baseball and softball facilities as described above. The plan will include a proposed timeline for facility modifications, as well as drawings or detailed written descriptions of the proposed changes. It will also include a proposed plan for ensuring that the baseball and softball teams have equivalent field access during the offseason, as well as equivalent travel time to their respective fields, as described in Section V.A.4. above.

## **VI. Definitions**

For purposes of this Agreement, the term “equivalent” shall mean that the District will be in compliance if the compared program components are equivalent, that is, equal or equal in effect. Under this standard, identical benefits, opportunities, or treatment are not required, provided the overall effects of any differences are negligible.<sup>1</sup>

## **VII. Monitoring**

The District understands that by signing this Agreement, it agrees to provide data and other information in a timely manner. Further, the District understands that, during the monitoring of this Agreement, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement. Upon the District’s satisfaction of the commitments made under the Agreement, OCR will close the case.

The District understands and acknowledges that OCR may initiate proceedings to enforce the specific terms and obligations of the resolution agreement and/or the regulation implementing Title IX at 34 C.F.R. § 106.41(c)(1), which was at issue in this case. Before initiating such proceedings, OCR will give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

Signed:

\_\_\_\_\_/s/\_\_\_\_\_  
Superintendent  
Santa Maria Joint Union School District

\_\_\_\_\_01/31/2022\_\_\_\_\_  
Date

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<sup>1</sup> A Policy Interpretation: Title IX and Intercollegiate Athletics at VII.B.2  
<https://www2.ed.gov/about/offices/list/ocr/docs/t9interp.html>