



# 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	<u>Antelope Valley College</u>	Academic Year Reported (Same as EADA Report)	<u>2021/2022</u>
Title IX Coordinator (Name)	<u>Harmony Miller</u>	Phone	<u>(661) 722-6300</u>
(Job title)	<u>Interim Executive Director Human Resources</u>	Email	<u>hmiller8@avc.edu</u>

## 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 Underrepresented Gender	Average Team Size for Underrepresented 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	1,987	54.50%	110	32.84%					Yes <input type="radio"/>	No <input checked="" type="radio"/>
Men	1,659	45.50%	225	67.16%						
Totals	3,646	100%	335	100%						
Compare full-time enrollment % to athletic participation % to determine underrepresented gender. Fill in the cells below accordingly: (Columns per above headings)										
Under-represented	1,987	54.50%	110	32.84%	269.48	159.48	7	15.7	Yes <input type="radio"/>	No <input checked="" type="radio"/>
Over-represented	1,659	45.50%	225	67.16%						

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



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### TEST TWO: HISTORY OF AND CONTINUING PRACTICE OF PROGRAM EXPANSION FOR THE UNDERREPRESENTED GENDER

For the underrepresented gender in the athletic program, list the number of athletic participation opportunities added since 1972 or the founding of the college (if after 1972). Provide roster sizes in both the year of implementation and the current Reporting year. If a team was eliminated (suspended), report roster size for the year the team was eliminated (suspended):

History of intercollegiate athletic teams added since 1972	Year Implemented	Number of Participants on Team in Year Implemented	Number of Participants on Team During Reporting Year
Women's Basketbl	1982	Unknown	10
Women's Volleyball	1976	Unknown	17
Women's Soccer	1999	18	27
Women's Track & Field	1978	Unknown	10
Women's Softball	1986	Unknown	16
Women's Tennis	1978	Unknown	9
Women's Cross Country	1977	Unknown	1
Women's Golf	2016	7	6
History of intercollegiate teams eliminated since 1972	Year Eliminated	Number of Participants on Team Prior to Elimination (pre-season or prior year)	
Women's Golf	2008	1	
Women's Beach Volleyball (Suspended)	2018	11	



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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:

Antelope Valley College conducts student athletic interest surveys through the CCCApply process. This survey allows the college to determine if there is interest in Intercollegiate Athletics from the current student population. After compiling the data and results, the Athletic Director will schedule a meeting via zoom with respondents of the under-represented group to discuss interest and potential offerings. A meeting was held via Zoom 9/9/2022.

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



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### 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 07/01/21 (mm/dd/yy) to 06/30/22 (mm/dd/yy)

Method of distribution: CCCA Apply Athletic Interest Surveys

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	10	Badminton	0
		Baseball	72
Basketball	68	Basketball	86
Beach Volleyball	18		
Bowling	12	Bowling	N/A
Crew/Rowing	N/A	Crew/Rowing	N/A
Cross Country	8	Cross Country	18
Fencing	N/A	Fencing	N/A
Field Hockey	N/A	Football	82
Golf	18	Golf	6
Gymnastics	N/A	Gymnastics	N/A
Lacrosse	N/A	Lacrosse	N/A
Skiing/Snowboarding	N/A	Skiing/Snowboarding	N/A
Soccer	48	Soccer	86
Softball	8		
Swimming/Diving	24	Swimming/Diving	22
Tennis	29	Tennis	24
Track & Field	18	Track & Field	44
Volleyball	84	Volleyball	28
Water Polo	0	Water Polo	11
Wrestling	23	Wrestling	20
Other:		Other: N/A= Not CCCAA Sport	



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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
Beach Volleyball	6	18
Cheer Competition	30	Not on Survey
Football (Girl Participants)	1	Not on Survey
Swimming/Diving	119	24
Wrestling	27	23
Cheer Sideline	120	Not on Survey

- 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 <b>available (A)</b> or <b>not available (N/A)</b> in the area, based on institution's mile radius* of competition:		Action Plan	Outcome
	Miles	99.25		
Beach Volleyball	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	Survey / Meeting	No Interest
Cheer Competition	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	Survey / Meeting	No Interest
Football (Girl Participation)	<input type="checkbox"/> A	<input checked="" type="checkbox"/> N/A	Survey / Meeting	No Interest
Swimming/Diving	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	Survey / Meeting	Minimal Interest at Meeting
Wrestling	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	Survey / Meeting	Interest Expressed / Exploring addition in Fall 24
Cheer Sideline	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	Survey Meeting	No Interest

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

Number:   1   Sports: Pickle Ball (Not a sanctioned sport in CCCAA)

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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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

## Antelope Valley Community College District

Name of Institution

Thomas Gang

Athletic Director (type or print)

[Thomas Gang \(Oct 17, 2022 09:55 PDT\)](#)  
(Please sign)

10/17/22

Date (mm/dd/year)

N / A

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

(Please sign)

Date (mm/dd/year)

Harmony Miller

Title IX Coordinator (type or print)

(Please sign)

10/14/22

Date (mm/dd/year)

Jennifer Zellet

College President (type or print)

(Please sign)

10/18/2022

Date (mm/dd/year)

(7/1/20)