



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>College of Alameda</u>	Academic Year Reported (Same as EADA Report)	<u>2018</u>
Title IX Coordinator (Name) (Job title)	<u>Tina Vasconcellos PhD</u> <u>Vice President, Student Services</u>	Phone	<u>(510) 748-2205</u>
		Email	<u>tvasconcellos@peralta.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	833	51.07%	12	46.15%	14.61	2.61	1	12.0	Yes <input type="radio"/>	No <input checked="" type="radio"/>
Men	798	48.93%	14	53.85%						
Totals	1,631	100%	26	100%						
Compare full-time enrollment % to athletic participation % to determine underrepresented gender. Fill in the cells below accordingly: (Columns per above headings)										
Under-represented	833	51.07%	12	46.15%					Yes <input type="radio"/>	No <input checked="" type="radio"/>
Over-represented	798	48.93%	14	53.85%						

* 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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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:

College of Alameda surveys all new student applicants for interest in competitive athletics. At the point of application, students are asked to indicate their interest in specific men's and women's sports. Currently, continuing students are surveyed again prior to register for classes in the next semester.

In the past several years, College of Alameda has increased local recruiting efforts for Women's Volleyball. This includes hosting free volleyball camps, inviting high school girl's volleyball teams to games, and strengthening relationships with teams in the local area.

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 07/01/18 (mm/dd/year) to 06/30/19 (mm/dd/year)

Method of distribution: Online survey collected at point of application and registration

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	25	Badminton	3
		Baseball	27
Basketball	9	Basketball	68
Beach Volleyball	4		
Bowling		Bowling	
Crew/Rowing		Crew/Rowing	
Cross Country	5	Cross Country	11
Fencing		Fencing	
Field Hockey		Football	30
Golf	6	Golf	6
Gymnastics	12	Gymnastics	
Lacrosse	3	Lacrosse	4
Skiing/Snowboarding		Skiing/Snowboarding	
Soccer	24	Soccer	61
Softball	18		
Swimming/Diving	21	Swimming/Diving	26
Tennis	10	Tennis	9
Track & Field	7	Track & Field	16
Volleyball	32	Volleyball	17
Water Polo	3	Water Polo	5
Wrestling		Wrestling	11
Other:		Other:	



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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 send an email to the California Interscholastic Federation (CIF) at sanctions@cifstate.org to request data regarding the total number of students participating in high schools within the recruitment area for sport(s) not currently offered in your college's program.

Sport(s) not currently offered in program	Number of students participating in high schools within the recruitment area	College interest survey results
Soccer	409	28
Softball	288	18
Tennis	128	10
Waterpolo	35	3

- 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	53		
Soccer	<input type="checkbox"/> A	<input checked="" type="checkbox"/> N/A	No plans to add this time	
Softball	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	In Spring CoA will host a student interest workshop for Women's Softball	TBD
Tennis	<input type="checkbox"/> A	<input checked="" type="checkbox"/> N/A	No plans to add this time	
Waterpolo	<input type="checkbox"/> A	<input checked="" type="checkbox"/> N/A	No plans to add this time	
	<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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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

College of Alameda

Name of Institution

Linda Thompson

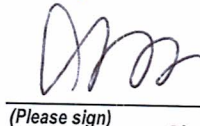
Athletic Director (type or print)


(Please sign)

10/29/19
Date (mm/dd/year)

Amy H. Lee, Ed.D

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


(Please sign)

10/30/19
Date (mm/dd/year)

Tina Vasconcellos, Ph.D.


Title IX Coordinator (type or print)


(Please sign)

10/30/19
Date (mm/dd/year)

Tim Karas, Ed.D.

College President (type or print)


(Please sign)

10/29/19
Date (mm/dd/year)

(7/1/17)