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**ADMINISTRATIVE CLASS COMPLAINT**

**COMPLAINANT**

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## **I. PRELIMINARY STATEMENT**

1. This complaint is filed by *Champion Women*, pursuant to Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 *et seq.* (“Title IX”) and the regulations and policies promulgated thereunder. *See* 34 C.F.R. § 106 *et seq.* Title IX prohibits discrimination on the basis of sex in federally funded education programs and activities, including athletics.

2. *Champion Women* is a 501(c)(3) that provides legal advocacy for girls and women in sports.

3. As detailed in the Factual and Legal Allegations below, data submitted by University of California-Los Angeles (“UCLA”) to the Office of Postsecondary Education of the U.S. Department of Education pursuant to the Equity in Athletics Disclosure Act (“EADA”), 20 U.S.C. § 1092, as well as information collected from UCLA’s website indicates that UCLA is discriminating on the basis of sex by providing unequal athletic participation opportunities, unequal athletic scholarships, and unequal benefits and treatment, including athletic recruitment funding, for its female students.

4. In order to address these disparities, *Champion Women* requests that the Office for Civil Rights (“OCR”) investigate UCLA to determine whether it is providing women equal opportunities to participate in varsity sports, equivalent athletic scholarship dollars, and equivalent treatment and benefits, such as recruitment funding, as required by Title IX and, if not, to remedy any unlawful conduct.

## **II. JURISDICTION**

5. The OCR is responsible for ensuring compliance with Title IX and receiving information about, investigating, and remedying violations of Title IX and its implementing regulations and guidelines. 34 C.F.R. §§ 106.71, 100.7.

6. *Champion Women* has not filed this complaint with any other agency or institution.

7. As UCLA currently violates Title IX’s athletic equity requirements, this complaint is timely.

## **III. FACTUAL ALLEGATIONS**

8. UCLA receives federal financial assistance and is therefore prohibited from discriminating on the basis of sex pursuant to Title IX.

9. Data submitted by UCLA to the U.S. Department of Education pursuant to the EADA that is publicly available on the Office of Postsecondary Education website for academic

years 2003-04 through 2021-2022 indicates that UCLA is not currently and has not in the past been investing equally in women’s sport or providing female athletes equal opportunities to participate in athletics under Title IX’s three-part participation test.

Year	Undergraduate Enrollment				Athletic Participation				
	Men	Women	Total	Percent Women	Men	Women Prong 2: This # should Rise Continuously and Steadily Over Time, Without Going Backwards	Total	Percent Women	Female Athletes Who Would Need to be Added to Achieve
2003-04	10678	13920	24598	56.59%	361	380	741	51.28%	91
2004-05	10349	13656	24005	56.89%	323	262	585	44.79%	164
2005-06	10327	13525	23852	56.70%	401	360	761	47.31%	165
2006-07	11103	14329	25432	56.34%	398	415	813	51.05%	99
2007-08	11072	13900	24972	55.66%	431	429	860	49.88%	112
2008-09	11374	14255	25629	55.62%	437	415	852	48.71%	133
2009-10	11348	14424	25772	55.97%	448	431	879	49.03%	138
2010-11	11378	14056	25434	55.26%	467	489	956	51.15%	88
2011-12	11935	14541	26476	54.92%	427	504	931	54.14%	16
2012-13	12307	15058	27365	55.03%	446	515	961	53.59%	31
2013-14	12514	15563	28077	55.43%	457	549	1006	54.57%	19
2014-15	12793	16234	29027	55.93%	394	495	889	55.68%	5
2015-16	12685	16315	29000	56.26%	365	423	788	53.68%	46
2016-17	13088	17241	30329	56.85%	358	452	810	55.80%	20
2017-18	12930	17520	30450	57.54%	361	457	818	55.87%	32
2018-19	12998	18002	31000	58.07%	367	453	820	55.24%	55
2019-20	12819	18144	30963	58.60%	402	479	881	54.37%	90
2020-21	12808	18260	31068	58.77%	396	427	823	51.88%	138
2021-22	12595	18890	31485	60.00%	397	487	884	55.09%	108

10. *Champion Women* has edited the EADA data on our website <https://titleixschools.com/> in just one instance: to remove male practice players who are counted up in the tally as “women”. These male practice players are not female athletes and have therefore been subtracted from the totals in the EADA.<sup>1</sup>

<sup>1</sup> See *Champion Women* website for every college and university receiving federal funds: <https://titleixschools.com/2023/05/20/eada-data/> High school data for these schools receiving federal funds is available here: <https://titleixschools.com/2023/06/06/check-your-high-school/> To see how *Champion Women* accounts for schools that count some men as women, please see our overwhelming but helpful google spreadsheet, available here: [https://docs.google.com/spreadsheets/d/1vJ5SV-Ila0GA0WQwgVi\\_wGuL4JF5IrXvTN\\_lupnJnEA/edit#gid=1176974558](https://docs.google.com/spreadsheets/d/1vJ5SV-Ila0GA0WQwgVi_wGuL4JF5IrXvTN_lupnJnEA/edit#gid=1176974558)

UCLA is one of these schools, counting 20 men, who are practice-players, as women.

11. UCLA does not and has not provided athletic opportunities to female students in numbers substantially proportionate to their enrollment pursuant to part one of the Title IX participation test. Women are 60% of the student body, but just 54.05% of the student-athletes.

12. In 2021-2022, the most recent academic year for which EADA data is available that is not corrupted by disruptions related to Covid-19, UCLA's participation gap was 128 athletes. In other words, UCLA is treating men more favorably by giving them more opportunities to participate, with more scholarship dollars and benefits. UCLA must add 128 additional athletic opportunities for women in order to provide athletic opportunities substantially proportionate to enrollment. Assuming the average women's team is 25 athletes – some are more, some are less – UCLA will need to add five new women's teams. (Our charts above cannot take account of UCLA's counting "men" as "women" in its EADA reports, but the chart tends to paint the rosiest picture of an athletic department.)

13. The EADA data and evidence gathered on UCLA's website show that UCLA does not have a history and continuing practice of expanding athletic participation opportunities for women pursuant to Prong 2 of the Title IX participation test. The number of women athletes does not consistently increase over time.

14. UCLA reached a high of 549 women athletes in 2013. It has not matched that number of women since; in fact, UCLA has allowed women's athletics to lose 62 women athletic opportunities since that time. By 2021-22, UCLA had allowed the number of women athletes to decrease, from 549 to 487. *Champion Women* cannot know the 28-year history of adding sports between 1975 and 2003, but UCLA cannot show a history of continuous program expansion that is demonstratively responsive to women's growing interest in sports of all kinds.

16. A review of UCLA's website did not show any policy or procedure for adding new sports or elevating existing club sports to varsity status. Nor did it reveal any athletic gender equity plan, or any gender equity committee.

17. UCLA sponsors 9 men's varsity sports (Baseball, Basketball, Football, Golf, Soccer, Tennis, Track, Volleyball, and Water Polo) for 346 men, and 12 women's varsity sports (Basketball, Beach Volleyball, Track, Golf, Gymnastics, Rowing, Soccer, Softball, Swimming & Diving, Tennis, Volleyball, and Water Polo) for 404 women.

18. Information available on UCLA's website suggests that the university is not accommodating the interests and abilities of female athletes as required by part three of the Title IX participation test.

19. UCLA women participate in numerous club sports, including archery, badminton, cycling, equestrian, fencing, lacrosse, field hockey, triathlon, sailing, rugby, and wrestling, *Club*

*Sports*, UCLA, (last visited July, 2023). The existence of these women’s club teams indicates that there is unmet interest in women’s athletics at UCLA.

20. Sport Governing Bodies and the NCAA make it easy to see other competitors' locations. The NCAA publishes the “NCAA Sports Sponsorship and Participation Rates Report, 1956 - 2022” for schools to find competitors within the school’s normal competitive region: NCAA Sports Sponsorship and Participation Rates Report.<sup>2</sup>

21. Like other FBS schools, the Pac-12, where UCLA is a member, covers a huge geographic region. Member schools are throughout California, Arizona, Utah, Colorado, Washington, and Oregon. There is a reasonable expectation of competition for almost every woman’s sport. UCLA is moving to the Big 10 in August, 2024, where it will have an even larger competitive geographic area.

22. Moreover, the Pac-12 sponsors Lacrosse as a Championship sport, and UCLA does not sponsor a women’s Lacrosse team. These championship teams demonstrate women’s interest in these sports and that competition for these women’s sports exists in the Pac-12 and UCLA’s competitive geographic area.

23. A number of universities in the Pac-12 sponsor women’s Fencing, Field Hockey, Sailing, Skiing, Squash, Synchronized Swimming, and Triathlon varsity women’s teams, making competition viable. Women’s teams demonstrate women’s interest in these sports and that competition for these women’s sports exists in the UCLA and Pac-12 competitive geographic area.

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<sup>2</sup> See

[https://ncaaorg.s3.amazonaws.com/research/sportpart/2022RES\\_SportsSponsorshipParticipationRatesReport.pdf](https://ncaaorg.s3.amazonaws.com/research/sportpart/2022RES_SportsSponsorshipParticipationRatesReport.pdf)

See individual sports’ governing bodies for more, e.g.,

Women’s College Rugby: <https://www.urugby.com/teams/womens-teams>

Collegiate Equestrian: <https://collegiateequestrian.com/sports/2020/5/6/schools.aspx>

Women’s Collegiate Wrestling: <https://wrestlelikeagirl.org/college-opportunities>

Collegiate Competitive Cheer Teams: <https://www.ncsasports.org/cheerleading/colleges> (not to be confused with sideline cheerleading)

Women’s Collegiate Triathlon: <https://www.usatriathlon.org/multisport/ncaa-triathlon>

Collegiate Sailing is governed by the Inter-Collegiate Sailing Association (ICSA) with 220 schools:

<https://www.collegesailing.org/about/overview>

Women’s Collegiate Ice Hockey: <https://www.uscho.com/teams/#d1women>

Collegiate Field Hockey: <https://www.teamusa.org/USA-Field-Hockey/PLAYERS/College/Team-Websites>

Collegiate Synchronized/ Artistic Swimming: <https://www.collegexpress.com/lists/list/colleges-with-notable-synchronized-swimming-teams/581/>

Collegiate Bowling - <https://collegebowling.bowl.com/teams>

Collegiate Rifle - <https://competitions.nra.org/competitions/nra-national-matches/collegiate-championships/collegiate-shooting-sports-directory/>

Collegiate Skiing – <https://www.uscsa.org/>

Collegiate Water Polo - <https://collegiatewaterpolo.org/>

Collegiate Women’s Gymnastics <https://www.ncaa.com/sports/gymnastics-women>

24. Rugby, Equestrian, Triathlon, and Wrestling are NCAA emerging sports. There are 163 college women's Wrestling programs. 42 NCAA schools sponsor triathlon and 26 colleges sponsor women's varsity Equestrian.

25. A review of the UCLA website does not reveal that UCLA undertook any athletic interest surveys or other research into interest and competition to support the addition of women's varsity sports. While surveys are never sufficient to deny women sports opportunities, they are often helpful to determine *which sports* the school should add.

26. *Champion Women* also looked at data from UCLA's athletics website, and counted the athletes listed on their rosters. According to that data, and assuming that all Cross Country track and field athletes were duplicated athletes, UCLA needs to add 160 Women to the athletic department.

27. Girls in California high schools compete in Badminton, Bowling, Field Hockey, Lacrosse, Rugby, Weightlifting, and Wrestling, <https://www.nfhsnetwork.com/states/CA> Seven sports that UCLA does not sponsor for women. These high school teams in California demonstrate women's interest in these sports and that UCLA will have ready and able women athletes to compete in these sports.

California's high school athletes have very few opportunities to compete in college sports, and even fewer opportunities in Division I. According to the NCAA,<sup>3</sup> in 2020, only 1.3% of high school girls' basketball players were provided the opportunity to play in Division I, nationally. Just 2.9% of high school Field Hockey players, 2.8% of Golfers, 8.9% of Ice Hockey players, 3.7% of Lacrosse players, 2.4% of Soccer players, 1.8% of Softball players, 3.3% of Swimmers, 1.5% of Tennis players, 2.8% of Track & Field athletes, 1.2% of Volleyball players in high school nationally are provided opportunities to play their sport in Division I.

High school-age girls in UCLA and the Pac-12's competitive geographic region are also active in club sports or travel teams that are not associated with their school, such as Basketball, Soccer, Golf, Tennis, Track & Field, Wrestling, Badminton, Table Tennis, Team Handball, Sailing, Field Hockey, Fencing, Swimming & Diving, Skateboarding, Surfing, Water Polo, Archery, Field Hockey, Rifle, Triathlon, Ice Hockey, Sport Climbing, Artistic Swimming, Skiing, Snowboarding, Gymnastics, Rowing, Wrestling, Rugby, and all sorts of combat sports, like Judo, Karate, and Taekwondo.

These metrics demonstrate women's interest and athletic abilities; women have expressed enormous demand to compete in sports that is unmet.

26. The failure to invest in women students and to provide women with equal opportunities to play sport impacts the availability of athletic scholarship dollars for women. These are important sources of funding for educational attainment that women are being denied because of their sex. If UCLA invested in women's sports to the extent that they invest in men's

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<sup>3</sup> NCAA: Estimated Probability of Competing in College Athletics:  
<https://www.ncaa.org/sports/2015/3/2/estimated-probability-of-competing-in-college-athletics.aspx>

sports, with the same opportunities to participate and receive athletic scholarships, UCLA would need to add **\$3,768,271** additional athletic scholarship dollars to its women students, to balance out the amount UCLA provides to its male students.

27. If, for some reason, the OCR determines UCLA is, in fact, not discriminating against women in providing proportional opportunities in sport, then UCLA does not need to provide its women students participating in sports with more money in athletic scholarship aid, to match the amount UCLA provides its male athletes.

27. UCLA's EADA data further indicates that the university provides inadequate and unequal funding for the recruitment of female athletes. In 2021-2022, UCLA spent \$1,253,845 on men's recruitment and only \$498,326 on women's recruitment; women were allocated only 28.44 percent of the recruiting budget even though they account for 54 percent of the athletic population and 60 percent of the full-time undergraduate population. If UCLA invested in women's athletics, with equal educational opportunities in sport, and it provided women with equal recruiting dollars, UCLA would need to add an additional **\$1,382,192** to its women's teams – of particular importance to women's coaches.

28. If, for some reason, the OCR determines that UCLA is, in fact, not discriminating against women in providing proportional opportunities in sport, then UCLA does not need to provide its women's teams with more money in recruiting dollars, to match the amount UCLA provides its male athletes.

#### IV. LEGAL ALLEGATIONS

26. Title IX provides that “[n]o person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” 20 U.S.C. §1681(a).

27. Title IX regulations prohibit athletic programs from discriminating on the basis of sex in interscholastic, intercollegiate, club or intramural athletics offered by the institution. 34 C.F.R. §106.41(a) (2000).

28. Title IX regulations require institutions that offer athletics programs to provide equal athletic opportunities to members of both sexes to participate in athletics. 34 C.F.R. §106.41(c)(1).

29. Pursuant to the 1979 Title IX Policy Interpretation, compliance with Title IX's equal athletic participation requirement is measured by determining whether the educational institution meets one part of the following three-part test:

1. Prong 1: Whether intercollegiate level participation opportunities for male and female students are provided in numbers substantially proportionate to their respective enrollments; or
2. Prong 2: Where the members of one sex have been and are underrepresented among intercollegiate athletes, whether the institution can show a history and continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the members of that sex; or
3. Prong 3: Where the members of one sex are underrepresented among intercollegiate athletes, and the institution cannot show a history and continuing practice of program expansion, as described above, whether it can be demonstrated that the interests and abilities of the members of that sex have been fully and effectively accommodated by the present program.

United States Department of Health, Education, and Welfare, Office for Civil Rights, *Policy Interpretation; Title IX and Intercollegiate Athletics*, 44 Fed. Reg. 71413 (Dec. 11, 1979) [hereinafter *Policy Interpretation*].

30. In determining substantial proportionality under part one of the three-part test, OCR considers the number of opportunities that would have to be added to achieve proportionality and whether it would be sufficient to support another team. If there are a significant number of unaccommodated women, it is likely that a viable sport could be added and therefore the institution has not satisfied part one of the three-part test. United States Department of Education, Office for Civil Rights, *Clarification of Intercollegiate Athletics Policy Guidance: the Three-Part Test* (Jan. 16, 1996) [hereinafter *1996 Clarification*].

31. In 1975, schools were given three years to be in compliance with the equal participation mandate under Title IX. Schools had only one year to end sex discrimination in all other areas of Title IX's non-discrimination mandate. Only athletics gave schools three years to add athletic opportunities and to stop discriminating against women – or until 1978. That deadline passed 45 years ago. 34 C.F.R. §106.41(d).<sup>4</sup>

It is worth noting how odd Prong 2 is as a legal test, in comparison to any other non-discrimination civil right. For a school to be able to argue that it is still playing catch-up with non-discrimination – exists nowhere else in law. This is especially true 51 years after the passage of Title IX, and 48 years after the passage of the regulations OCR depends on, that were passed

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<sup>4</sup> 34 C.F.R. §106.41(d) “*Adjustment period.* A recipient which operates or sponsors interscholastic, intercollegiate, club or intramural athletics at the elementary school level shall comply fully with this section as expeditiously as possible but in no event later than one year from the effective date of this regulation. A recipient which operates or sponsors interscholastic, intercollegiate, club or intramural athletics at the secondary or post-secondary school level shall comply fully with this section as expeditiously as possible but in no event later than three years from the effective date of this regulation.”



by Congress. When a school uses Prong 2, it is admitting that it is discriminating against women, that it is not providing women with equal educational opportunities, but that their discrimination is acceptable, because the school is “improving” - that it is “still trying.” After 48 years. Imagine a place of public accommodation only allowing 75% of its facility to be used by people of color, but that this place of public accommodation has been increasing the size people of color are allowed to use, the number of people of color, over the past 48 years. And yet Title IX’s Prong 2 allows schools to use this logic to continue to provide women with less.

32. Therefore, it is understandable that Prong 2 is a strict legal test. In determining whether an institution has a history and continuing practice of expansion under Prong 2 of the three-part test, OCR reviews the entire history of the athletic program and evaluates whether the institution has expanded participation opportunities for the underrepresented sex in a manner that was demonstrably responsive to their developing interests and abilities, considering a number of factors, including:

- an institution’s record of adding intercollegiate teams, or upgrading teams to intercollegiate status, for the underrepresented sex;
- an institution’s record of increasing the numbers of participants in intercollegiate athletics who are members of the underrepresented sex;
- an institution’s affirmative responses to requests by students or others for addition or elevation of sports; and
- whether the institution has effective ongoing procedures for collecting, maintaining and analyzing information on the interest and abilities of students of the underrepresented sex, including monitoring athletic participation, and assessing interest and ability on a periodic basis.

United States Department of Education, Office for Civil Rights, *Intercollegiate Athletics Policy Clarification: The Three-Part Test- Part Three* (Apr. 20, 2010) [hereinafter *2010 Clarification*]; *1996 Clarification*.

33. In determining whether an institution has a continuing practice of program expansion under Prong 2, OCR will consider a number of factors, including:

- an institution’s current implementation of a non-discriminatory policy or procedure for requesting the addition of sports (including the elevation of club or intramural teams) and the effective communication of the policy or procedure to students;
- an institution’s current implementation of a plan of program expansion that is responsive to developing interests and abilities; and
- an institution’s efforts to monitor developing interests and abilities of the underrepresented sex, for example, by conducting periodic nondiscriminatory assessments of developing interests and abilities and taking timely actions in response to the results.

*2010 Clarification, 1996 Clarification.*

34. OCR will not find a history and continuing practice of program expansion where an institution increases the proportional participation opportunities for the underrepresented sex by reducing opportunities for the overrepresented sex alone or by reducing participation opportunities for the overrepresented sex to a proportionately greater degree than for the underrepresented sex. *2010 Clarification, 1996 Clarification.*

35. Courts have found that schools must have both a history *and* continuing practice of expanding opportunities for women for Prong 2 compliance. *Mansourian v. Bd. Of Regents of Univ. of Cal.*, 594 F. 3d 1095, 1108. (9<sup>th</sup> Cir. Cal. 2010).

36. Prong 3 of the three-part test requires an examination of whether there is an unmet interest in a particular sport, a sufficient ability to sustain a team in the sport, and a reasonable expectation for competition for a team in the sport. *2010 Clarification, 1996 Clarification.*

37. Whether there is unmet interest and ability will be determined by examining a broad range of indicators, including whether the institution uses non-discriminatory methods of assessing interest and ability, the elimination of a viable team for the unrepresented sex, multiple indicators of interest and ability, and frequency of conducting assessments. *2010 Clarification.*

38. Sufficient interest can be established by student requests to add a sport or elevate a club sport, increases in club or intramural sport participation, responses to interviews and interest surveys, assessments of student athletic participation before entering the institution or in the secondary schools from which the university draws its students, and assessments of participation in intercollegiate sports in the institution's normal competitive regions. *Id.*

39. Ability may be established by the athletic accomplishments and competitive experience of club sports and admitted students, the opinions of coaches, administrators, and athletes, and student participation in other sports. *Id.*

40. Expectation of competition may be established through athletic opportunities offered by other schools with which the school competes or opportunities at other schools in the school's geographic area, including those against which the institution does not compete. *Id.*

41. Under Prong 3 of the three-part test, OCR will also examine an institution's recruitment practices. If an institution recruits potential student-athletes for its men's teams, OCR will examine whether the institution is providing women's teams with substantially equal opportunities to recruit potential student-athletes. *Id.*

42. Title IX also requires schools to provide equal scholarship dollars, in proportion to the number of students of each sex participating in athletics. 34 C.F.R. §106.37(c) (2000). NCAA limits on scholarships per team is not a legal defense; schools cannot blame a third party; recipients are responsible for equality. Schools choose which sports to sponsor, and some schools have chosen scholarship-dense sports for men, like football and basketball, and scholarship-light sports for women, such as track.

43. Title IX also requires equal opportunity in the recruitment of student athletes where equal athletic opportunities are not present for male and female students. Compliance will be assessed by examining the recruitment practices of the athletic programs for both sexes and evaluating whether the financial and other resources made available for recruitment in male and female athletic programs are equivalently adequate to meet the needs of each program. *1979 Policy Interpretation*.

44. Title IX requires schools to provide women with equal treatment, including equipment and supplies; game and practice times; travel and per diem allowances; coaching and academic tutoring; assignment and compensation of coaches and tutors; locker rooms, practice and competitive facilities; medical and training facilities and services; housing and dining facilities and services; and publicity. 34 C.F.R. §106.41(a) (2000), *Policy Interpretation*.

45. Lack of money is not a legal defense to sex discrimination. *See, e.g., Roberts Colorado State Univ.*, 814 F. Supp. 1507, 1518 (D. Colo. 1993) (“[A] financial crisis cannot justify gender discrimination.”); *Favia v Indiana University of Pennsylvania*, 812 F. Supp. 578, 585 (W.D. Pa. 1993) (finding that financial concerns alone cannot justify gender discrimination); *Cook v. Colgate University*, 802 F. Supp. 737, 750 (1992) (“[I]f schools could use financial concerns as a sole reason for disparity of treatment, Title IX would become meaningless.”); *Haffer v. Temple*, 678 F. Supp. 517, 520 (1987) (finding that financial concerns alone cannot justify gender discrimination).

46. Monies and in-kind benefits from third-party sources, such as donors, sponsorships, television rights, ticket sales, and student fees, are not a defense to a sex discrimination charge, whether those resources were used to build facilities, fund scholarships, provide equipment and uniforms, or any of the other benefits of sports participation. None of those sources of money creates a legal defense to sex discrimination. Schools cannot discriminate against their students based on sex. See 20 U.S.C. § 1687 (2005); See Office for Civil Rights, *Department of Education, Further Clarification of Intercollegiate Athletics Policy Guidance Regarding Title IX Compliance* (June 11, 2003), *Cohen v. Brown Univ.*, 809 F. Supp. 978, 996 (D.R.I. 1992) (concluding that “all monies spent by Brown’s Athletic Department, whether originating from university coffers or from the Sports Foundation [booster club] must be evaluated as a whole under § 106.41(c)”)

47. It is *Champion Women’s* experience that most athletes and former athletes are acutely aware of all the ways they are treated as second-class within their athletics department, because they are women. As NIL monies become more available, equal promotion and publicity will be important for female athletes. *Champion Women* asked current collegiate athletes what equality would look like under this list. Here’s what the athletes came up with:

- i. Men’s and Women’s sports would be equally featured, with equal prominence, on school and Athletic Department websites and social media.

- ii. Men's and Women's sports would be equally featured, with equal prominence, on school and Athletic Department websites and social media.
- iii. Schools would invest equally in cameras and production equipment for Women's and Men's sports.
- iv. Schools would optimize Google searches for their Men's and Women's teams to receive equal search results.
- v. Women's and Men's sports would employ an equal caliber of talent in their sports information and marketing departments, and they would be paid and promoted equally.
- vi. Women's and Men's sports jerseys, apparel, and memorabilia would be equally and easily accessible.
- vii. The needs of Women's teams would not revolve around Men's football and men's basketball teams.
- viii. The Women's and Men's teams would have equal access to dining halls, nutrition, etc. at times equally convenient to both teams.
- ix. Men's and Women's teams would have equal access to optimal practice times when they share facilities.
- x. Men's and Women's teams would have equal access to optimal practice times when they share facilities.
- xi. Men's and Women's sports marketing efforts would focus on performance; Broadcasters and schools would not focus on a woman athlete's appearance or sexuality.
- xii. Women's and Men's medical care and athletic training access would be equal; Neither male nor female athletes would have priority accessing these resources.
- xiii. Schools would hire competition officials of the same quality, with equal compensation, for the Women's and Men's teams.
- xiv. Men's and Women's sports performance staff would be equal and would be paid and promoted comparably.
- xv. Schools would intentionally use language that equally prioritizes Men's and Women's sports.
  - 1. Teams would be referred to as "Women's Basketball" and "Men's Basketball."
  - 2. "Basketball" would not be used to refer to Men's Basketball.
  - 3. Schools would have Social Media handles that referred to men's and women's teams; "Oregon Soccer" would be changed to "Oregon Men's Soccer."

48. UCLA's own data, as outlined in the Factual Allegations above, demonstrate that it is not providing equal opportunities for its female students to participate in sports under Title

IX's three-part participation test, in addition to equal scholarship, treatment and benefits, also required by Title IX.

## V. RELIEF REQUESTED

48. *Champion Women* expects OCR investigators will find additional violations of Title IX, the law guaranteeing women equal educational opportunities, including athletics. *Champion Women* requests that OCR:

- a. Investigate the University of California-Los Angeles to determine whether it is providing female students with equal participation opportunities in varsity athletics, equal and proportionate athletic scholarship dollars, and receiving equal treatment and benefits.
- b. Take all necessary steps to remedy any unlawful conduct that you identify in your investigation, as required by Title IX and its implementing regulations.
- c. Among other steps to achieve compliance with Title IX, require UCLA to add more athletic opportunities for women, accord to additional teams and athletes the full range of benefits accorded to men's varsity teams and athletes, increase athletic scholarship dollars and recruiting budgets, and adopt and implement a plan to achieve compliance with Title IX.
- d. Monitor any resulting agreement with the University of California-Los Angeles to ensure that the school achieves full compliance with Title IX, throughout the UCLA athletic department, now and in the future.



Respectfully submitted,

A handwritten signature in blue ink that reads "Nancy Hogshead". The signature is written in a cursive, flowing style.

Nancy Hogshead, J.D., OLY

Date: September 25, 2023