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## **330 -- Gender Equity**

### **1.0 Purpose**

To establish policy and procedure to provide equal access to public community athletic programs and sports facilities by prohibiting discrimination on the basis of gender.

### **2.0 Policy**

The Des Moines Pool Metropolitan Park District (District) does not discriminate against any person on the basis of gender in the operation, conduct or administration of community athletic programs or sports facilities.

### **3.0 Definitions**

- 3.1 **Community Athletic Programs** – Any athletic program that is organized for the purpose of training for and engaging in athletic activity and competition that is in any way operated, conducted, administered or supported by the District.
- 3.2 **Sports Facilities** – Any property owned, operated or administered by the District for the purpose of training for and/or engaging in athletic activity and competition.

### **4.0 Procedures**

- 4.1 Community Athletic Programs administered by the District will be operated in a manner that promotes equal opportunities for females and males.
- 4.2 The District will allocate and schedule Sports Facilities in a manner that provides equal access to all Community Athletic Programs.
- 4.3 Compliance with this policy will be required as a condition of all rental or use agreements administered by the Des Moines Pool Metropolitan Park District.
- 4.4 The District will not issue a lease or permit for use of any Sports Facility to a third party that discriminates against any person on the basis of gender in the operation, conduct or administration of a Community Athletic Program.
- 4.5 The policy will be posted on the District website, along with the name, office address and office telephone number of any employee responsible for carrying out compliance with this policy.
- 4.6 This policy and the name, office address and office telephone number of any employee responsible for carrying out compliance with this policy will be included in all District publications that contain information about athletic programs or facilities operated or administered by the District.

### **5.0 Reporting**

Any individual that believes she or he has been the victim of discriminatory treatment in violation of this policy should report this concern to the District General Manager for appropriate investigation. (see Attachment A). The District shall investigate all such reports and shall take appropriate action based on the investigation findings.

**ATTACHMENT A**

**Employee Responsible for Carrying out Compliance**

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