

## **NCAA CHAMPIONSHIPS – ANTI-DISCRIMINATION POLICY**

### **Introduction**

At its April 2016 meeting, the NCAA Board of Governors took steps to protect participants and spectators from discrimination at NCAA events. The board adopted a new requirement for hosting or bidding on NCAA events in all divisions — from the Men’s and Women’s Final Fours to educational events such as leadership development conferences — to demonstrate how they will provide an environment that is safe, healthy, and free of discrimination, plus safeguards the dignity of everyone involved in the event.

The board’s decision integrates the new requirement into the bidding process for championships, adding it to information already required that outlines available access for people with disabilities and details on playing and practice facilities. The board directed the NCAA national office staff to finalize details related to the statement's implementation; additional information will be made available as those processes are determined.

The board’s decision follows the recent actions of legislatures in several states, which have passed laws allowing residents to refuse to provide services to some people based on their sexual orientation or gender identity. While proponents of the laws focus on how they protect religious beliefs, critics have voiced concerns that they create an environment of sanctioned discrimination.

The board’s decision reaffirms the NCAA’s commitment to operate championships and events that promote an inclusive atmosphere in which student-athletes participate, coaches and administrators lead and fans engage.

Historically, the Association has used the opportunity to host its events as a means to make clear its values. The Association now prohibits championships events with predetermined sites in states where governments display the Confederate battle flag, and prohibits NCAA members from hosting championships events if their school nicknames use Native American imagery that is considered abusive and offensive.

The new requirement integrates appropriate protections against discrimination into the championships bidding process. Board members feel the measure will provide assurance that anyone associated with an NCAA championship event – whether they are working, playing or cheering – will be treated with fairness and respect.

The new selection criteria, procedures and the status of currently awarded sites will be reported to the Board of Governors Ad Hoc Committee to Promote Cultural Diversity and Equity and full implementation is expected during the current bidding process.

Name of Bidding Entity: \_\_\_\_\_  
CITIES: \_\_\_\_\_

## **Directions**

The Ad Hoc Committee has authorized that the NCAA national office pose the questions below to those bidding for NCAA championships and to those who already have been awarded championships. This may be just the first step to provide information to the Ad Hoc Committee and NCAA staff for evaluation.

Please fully answer the questions below and provide all requested supporting documentation. If you have questions, they may be submitted to the championships portal at: [championshipbid@ncaa.org](mailto:championshipbid@ncaa.org). Responses to questions posed to NCAA Staff will be posted for all bidders to see and reference in the FAQ section at [ncaa.org/bids](http://ncaa.org/bids).

**Definition of Facility:** All locations that house official events of the NCAA Championship you are hosting or bidding on, including but not limited to championship venue, banquet, practice venue, and fan festivals.

**Definition of Event:** The NCAA Championship and all official events.

**Definition of Law, Regulation, or Policy:** Any enacted action of a government entity at the state, county, parish, local, or campus levels. Or, a rule or policy that is in effect at a Facility.

**You must supplement your responses with any material changes to Law, Regulation, or Policy occurring after the submission of this document.**

### **ALL BIDDERS SHOULD ANSWER ALL QUESTIONS:**

1. What city or cities are host locations for NCAA Events?  
  

YESNO
  
2. Has your city, county/parish, and/or state passed anti-discrimination laws that are applicable to all persons?  
  

YESNO
  
3. Does your city, county/parish and/or state regulate choice of bathrooms or locker rooms that may affect student-athletes, coaches, administrators, or game officials during the Event?  
  

YESNO

Name of Bidding Entity: \_\_\_\_\_  
CITIES: \_\_\_\_\_

4. Does your city, county-parish and/or state regulate choice of bathrooms that may affect fans attending the Event?

YES

NO

5. Does your city, county/parish and/or state have provisions that allow for refusal of accommodations or service to any person?

YES

NO

6. If the Event is planned to be held on institutional/campus property, does your institution have provisions that interfere with any person's choice of bathroom or locker room?

YES

NO

7. If the Event is planned to be held on institutional/campus property, does your institution have provisions that allow for refusal of accommodation or service to any person?

YES

NO

8. Does your host institution(s) hold a Title IX waiver for religious accommodations or have you applied to Office of Civil Rights for such a waiver?

YES

NO

9. Please provide the following:

- a. A copy of each applicable Law, Regulation, or Policy which could interfere with a non-discriminatory NCAA Championships experience for any person and provide complete copies as an attachment.
- b. Please provide a summary of each Law, Regulation, or Policy referenced above, including:
  - i. Type of Law, Regulation or Policy (e.g., state, county/parish, city, institutional).
  - ii. To what types of properties does it apply (e.g., public property, campus property)?

Name of Bidding Entity: \_\_\_\_\_

CITIES: \_\_\_\_\_

- iii. Does it override NCAA Championship and Event policies and operations at Event Facilities?

YES

NO

- iv. May persons or businesses opt out of providing accommodations or services to any person? If so, what is the criteria? What services or accommodations may opt out?

YES

NO

- v. What legal recourse does a person discriminated against have under your Law, Regulation, or Policy?

10. In light of the Laws, Regulations, or Policies applicable to the locations that seek to host NCAA Championships, how would you provide an environment that is safe, healthy, and free of discrimination, plus safeguards the dignity of everyone involved with the Event? As part of your answer, please provide specific references to prior, hosted events or other tangible examples.

Name of Bidding Entity: \_\_\_\_\_

CITIES: \_\_\_\_\_

11. Other comments.

Name of Bidding Entity: \_\_\_\_\_

CITIES: \_\_\_\_\_

We affirm that the information provided is accurate and truthful.

**Host institution:**

\_\_\_\_\_

**Other Hosting Entities:**

\_\_\_\_\_

**Host Legal Representative:**

\_\_\_\_\_

**Date:**

\_\_\_\_\_

## **IMPACT STATEMENT OF NCAA CORE VALUES RELATED TO STUDENT-ATHLETE WELL-BEING AND CHAMPIONSHIPS EXPERIENCE**

*Source/Date:* April 2016.

On Wednesday, April 27, 2016, the Board of Governors of the National Collegiate Athletic Association (NCAA) approved the following impact statement.

As an integral component of the higher education mission of our members, our Association strives to enhance the sense of community and strengthen the identity of a diverse membership. There are many challenges in today's intercollegiate athletics environment. And we are faced continuously with evolving social dynamics that require us to adjust in an appropriate and effective manner. This Impact Statement calls on the membership, the national office staff and communities to ensure that NCAA events are conducted in a manner consistent with the Association's core values.

Accordingly, today we, the NCAA Board of Governors, reaffirm that it is the policy of the NCAA to conduct events that protect the student-athlete well-being and safeguard the experience of our students, fans and campus communities alike. To that end, we expect that in awarding contracts to host events, the selection process will include as one of many criteria that each bidder must provide a statement certifying its ability to deliver and maintain an environment that is safe, healthy and free of discrimination and respects the dignity of all persons. Furthermore, we are directing the NCAA staff to inquire of all sites, which includes presently awarded pre-determined sites and/or non-predetermined sites, as to how they intend on assuring its ability to deliver and maintain an environment that is safe, healthy and free of discrimination and respects the dignity of all persons.

Staff is directed to provide a full report on new selection criteria, procedures and the status of currently awarded sites to the Governors Ad Hoc Committee on Cultural Diversity and Equity by June 15, 2016. Full implementation is expected during the current bidding process.

NCAA events covered by this impact statement as well as resulting certification requirements and the implementing selection procedures or guidelines include, but are not limited to:

- NCAA National Convention
- NCAA Championship sessions, series and final events
- NCAA Regional Compliance Seminars
- NCAA summits and conferences
- NCAA Association-wide and divisional committee meetings
- Other events where the Association is a lead, primary or co-host or sponsor.

We must and we shall operate our championships and events in alignment with our values as we strive to promote an inclusive atmosphere in which student-athletes participate, coaches and administrators lead and fans engage.