

118TH CONGRESS
2D SESSION

H. R. 7269

To prohibit certain discrimination against athletes on the basis of sex by intercollegiate athletic associations, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 7, 2024

Ms. ADAMS (for herself, Ms. BONAMICI, and Mrs. TRAHAN) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To prohibit certain discrimination against athletes on the basis of sex by intercollegiate athletic associations, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Fair Play for Women
5 Act”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

8 (1) 50 years ago, Congress passed title IX of
9 the Education Amendments of 1972 (referred to in

1 this section as “title IX”), helping to transform par-
2 ticipation in and support for women’s sports by bar-
3 ring discrimination on the basis of sex in all schools
4 that receive Federal funding, including in their ath-
5 letic programs.

6 (2) Since the passage of title IX, millions more
7 women and girls have had the opportunity to com-
8 pete in interscholastic athletics. At the high school
9 level, athletic participation opportunities have in-
10 creased from nearly 300,000 in 1972 to more than
11 3,400,000 in 2019. At the collegiate level, opportuni-
12 ties have increased from nearly 30,000 in 1972 to
13 215,000 in 2020 on teams sponsored by institutions
14 who are members of the National Collegiate Athletic
15 Association (referred to in this section as the
16 “NCAA”).

17 (3) Despite progress, women and girls still face
18 unequal opportunities. At the high school level, girls
19 have over 1,000,000 fewer athletic opportunities
20 than boys, with schools providing girls with 43 per-
21 cent of all athletic opportunities while girls represent
22 nearly half of all students. At the collegiate level,
23 colleges would need to provide women with an addi-
24 tional 148,000 sports opportunities to match the

1 same ratio of sports opportunities per student as is
2 offered to men.

3 (4) Girls of color are often most impacted by
4 inequitable opportunities. At high schools predomi-
5 nantly attended by White students, girls have 82
6 percent of the opportunities that boys have to play
7 sports, while at high schools predominantly attended
8 by students of color, girls have only 67 percent of
9 the opportunities that boys have to play sports.

10 (5) The magnitude of current gaps in intercolle-
11 giate participation opportunities is likely under-
12 counted, as investigations of intercollegiate athletics
13 data have found that the majority of NCAA member
14 institutions inflate the number of women partici-
15 pating in sports by double- and triple-counting
16 women athletes who participate in more than one
17 sport more often than the institutions double- and
18 triple-count their male counterparts, counting male
19 practice players on women's teams as women ath-
20 letes, and packing women's teams with extra players
21 who never end up competing.

22 (6) Women and girls in sports also face unequal
23 treatment. They are frequently provided worse facil-
24 ties, equipment, and uniforms than men and boys,
25 and they receive less financial support and publicity

1 from their schools, as women receive \$240,000,000
2 less than men in athletic-based scholarships annu-
3 ally. For every dollar colleges spend on recruiting,
4 travel, and equipment for men's sports, they spend
5 58 cents, 62 cents, and 73 cents, respectively, for
6 women's sports.

7 (7) Amid ongoing inequitable treatment, ath-
8 letes and athletics-related staff too often are un-
9 aware of the rights and obligations that are de-
10 scribed in or come from title IX. In surveys of chil-
11 dren and their parents, the majority report not
12 knowing what title IX is. A study conducted by the
13 Government Accountability Office in 2017 found
14 that the majority of high school athletic administra-
15 tors were unaware of who their title IX coordinator
16 was or felt unsupported by their title IX coordinator.
17 In collegiate sports, the majority of coaches report
18 that they never received formal training about title
19 IX as part of the preparation for their jobs.

20 **SEC. 3. PURPOSES.**

21 The purposes of this Act are to—

22 (1) address inequitable and discriminatory
23 treatment of women and girls in sports in elemen-
24 tary and secondary schools, as well as institutions of
25 higher education; and

**5 SEC. 4. DISCRIMINATION BY INTERCOLLEGIATE ATHLETIC
6 ASSOCIATIONS.**

7 (a) IN GENERAL.—No intercollegiate athletic associa-
8 tion shall, on the basis of sex, subject any athlete to dis-
9 crimination with respect to intercollegiate athletics, includ-
10 ing discrimination through—

11 (1) the rules it sets for intercollegiate athletics;

20 (5) the distribution of revenues or other bene-
21 fits to association members or institutions under the
22 authority of the association.

(b) PRIVATE RIGHT OF ACTION.—A covered institution of higher education that is a member of or under the authority of an intercollegiate athletic association, or an

1 individual who applies to participate, participates, or pre-
2 viously participated in intercollegiate athletics, at a cov-
3 ered institution of higher education that is a member of
4 or under the authority of an intercollegiate athletic asso-
5 ciation, may bring an action in any Federal or State court
6 of competent jurisdiction against the intercollegiate ath-
7 letic association to remedy a violation of this section. The
8 court may award such legal or equitable relief as may be
9 appropriate for such a violation. The legal relief may in-
10 clude compensatory damages for emotional distress, hu-
11 miliation, or pain and suffering.

12 (c) TRAINING.—Each intercollegiate athletic associa-
13 tion shall ensure that each employee of the association re-
14 ceives, at least once per year, training on the provisions
15 of this section, including the rights delineated under this
16 section and the procedures for bringing actions under this
17 section.

18 (d) DEFINITIONS.—In this section:

19 (1) COVERED INSTITUTION OF HIGHER EDU-
20 CATION.—The term “covered institution of higher
21 education” means an entity described in section
22 908(2)(A) of the Education Amendments of 1972
23 (20 U.S.C. 1687(2)(A)).

24 (2) INTERCOLLEGIATE ATHLETIC ASSOCIA-
25 TION.—The term “intercollegiate athletic associa-

1 tion” means any conference, association, or other
2 group or organization, established by or comprised
3 of 2 or more covered institutions of higher edu-
4 cation, that—

(B) is engaged in commerce or an industry
or activity affecting commerce.

12 SEC. 5. EXPANDING EQUITY IN ATHLETICS DISCLOSURE
13 REQUIREMENTS.

14 (a) INSTITUTIONS OF HIGHER EDUCATION.—Section
15 485(g) of the Higher Education Act of 1965 (20 U.S.C.
16 1092(g)) is amended—

17 (1) in paragraph (1)—

“(i) The total number of participants,
by team.”;

22 (B) in subparagraph (C)—

23 (i) by striking “The total amount”
24 and inserting the following: “(i) The total
25 amount”; and

(ii) by adding at the end the following:

4 “(I) the total amount of athletically
5 related student aid;

9 “(III) the total number of athletically
10 related scholarships that fund the full cost
11 of tuition at the institution;

18 “(VI) the total number of athletically
19 related scholarships awarded for a period
20 equal to or greater than 4 academic
21 years.”;

22 (C) in subparagraph (E), by inserting
23 “and disaggregated by each men’s sport and
24 each women’s sport” before the period at the
25 end;

- 1 (D) in subparagraph (G), by inserting
2 “(which, for purposes of this subparagraph, in-
3 cludes compensation, bonuses, benefits, and
4 buyouts paid to coaches and reportable by the
5 institution or related entities, including booster
6 clubs and foundations)” before “of the head
7 coaches of men’s teams”;
- 8 (E) in subparagraph (H), by inserting
9 “(which, for purposes of this subparagraph, in-
10 cludes compensation, bonuses, benefits, and
11 buyouts paid to coaches and reportable by the
12 institution or related entities, including booster
13 clubs and foundations)” before “assistant
14 coaches of men’s teams”;
- 15 (F) in subparagraph (I)—
16 (i) by striking clause (i) and inserting
17 the following: “(i) The revenues from the
18 institution’s intercollegiate athletics activi-
19 ties, in the aggregate and disaggregated by
20 each men’s sport and each women’s sport,
21 including—
22 “(I) total revenues; and
23 “(II) each category of revenues de-
24 scribed in clause (ii).”; and

7 (G) by striking clause (i) of subparagraph
8 (J) and inserting the following: “(i) The ex-
9 penses made by the institution for the institu-
10 tion’s intercollegiate athletics activities, in the
11 aggregate and disaggregated by each men’s
12 sport and each women’s sport, including—

16 (H) by adding at the end the following:

17 “(K) The numbers of participants who
18 participate in 1, 2, or 3 intercollegiate sports at
19 the institution, in the aggregate and
20 disaggregated by each men’s sport and each
21 women’s sport.

“(L) The total number of male players
that practice on women’s teams, in the aggregate
and disaggregated by each women’s sport.

1 “(M) Information regarding race and eth-
2 nicity for athletes and coaches (including assist-
3 ant coaches), in the aggregate and
4 disaggregated by each men’s sport and each
5 women’s sport.

6 “(N) A certification that the institution
7 has verified the information submitted in the
8 report under this paragraph.

9 “(O) With respect to the sports participa-
10 tion opportunities requirements under title IX
11 of the Education Amendments of 1972—

12 “(i) a certification that the institution
13 complies with such requirements by show-
14 ing—

15 “(I) substantial proportionality;

16 “(II) a history and continuing
17 practice of expanding sports participa-
18 tion opportunities; or

19 “(III) full and effective accommo-
20 dation of athletics interests; and

21 “(ii) an identification of the method of
22 compliance described in subclauses (I)
23 through (III) of clause (i) that the institu-
24 tion uses.”;

1 (2) in paragraph (2), by striking “For the pur-
2 poses of paragraph (1)(G)” and inserting “For the
3 purposes of subparagraphs (G) and (H) of para-
4 graph (1);

5 (3) by striking paragraph (4) and inserting the
6 following:

7 “(4) SUBMISSION; REPORT; INFORMATION
8 AVAILABILITY.—

9 “(A) INSTITUTIONAL REQUIREMENTS.—
10 Each institution of higher education described
11 in paragraph (1) shall—

12 “(i) by October 15 of each year, pro-
13 vide the information contained in the re-
14 port required under such paragraph for
15 such year to the Secretary; and

16 “(ii) by not later than February 15 of
17 each year, publish such information on a
18 public Internet website of the institution in
19 a searchable format.

20 “(B) PUBLIC AVAILABILITY.—By not later
21 than February 15 of each year, the Secretary
22 shall make the reports and information de-
23 scribed in subparagraph (A) for the imme-
24 diately preceding academic year available to the
25 public, which shall include posting the reports

1 and information on a public Internet website of
2 the Department in a searchable format.”;

3 (4) by redesignating paragraph (5) as para-
4 graph (6);

5 (5) by inserting after paragraph (4) the fol-
6 lowing:

7 “(5) REPORTS BY THE SECRETARY.—

8 “(A) IN GENERAL.—By not later than 2
9 years after the date of enactment of the Fair
10 Play for Women Act, and every 2 years there-
11 after, the Secretary shall prepare and publish a
12 report on gender equity using the information
13 submitted under this subsection.

14 “(B) CONTENTS.—The report required
15 under subparagraph (A) shall, in the aggregate
16 for all institutions of higher education described
17 in paragraph (1) and disaggregated by each in-
18 dividual institution—

19 “(i) identify participant gaps, if any,
20 by indicating the number of participants
21 that need to be added in order for partici-
22 pants of the underrepresented sex at the
23 institution to match the proportion of en-
24 rolled full-time undergraduate students of
25 the underrepresented sex at the institution;

1 “(ii) identify funding gaps, if any, by
2 showing the percentage differences, com-
3 pared to proportions of male and female
4 enrollment at the institution, in expendi-
5 tures for athletically related student aid,
6 recruiting, promotion, and publicity in
7 intercollegiate athletics; and

8 “(iii) identify any trends evident in
9 such data that address relevant inequities
10 in intercollegiate athletics participation and
11 financial support.”; and

12 (6) in paragraph (6), as redesignated by para-
13 graph (4)—

14 (A) by striking “DEFINITION.—For the
15 purposes of this subsection, the term” and in-
16 serting the following: “DEFINITIONS.—For pur-
17 poses of this subsection:

18 “(A) OPERATING EXPENSES.—The term”;
19 and

20 (B) by adding at the end the following:

21 “(B) PARTICIPANT.—The term ‘partici-
22 pant’ means an athlete in a sport who—

23 “(i)(I) is receiving the institutionally
24 sponsored support normally provided to
25 athletes competing at the institution in-

3 “(II) is participating in organized
4 practice sessions and other team meetings
5 and activities on a regular basis during the
6 sport’s season; and

9 “(ii) due to injury, does not meet the
10 requirements of clause (i) but continues to
11 receive financial aid on the basis of athletic
12 ability in the sport.

13 “(C) SEASON.—The term ‘season’, when
14 used with respect to a team sport, means the
15 period beginning on the date of a team’s first
16 intercollegiate competitive event in an academic
17 year and ending on the date of the team’s final
18 intercollegiate competitive event in such aca-
19 demic year.”.

20 (b) ELEMENTARY SCHOOL AND SECONDARY SCHOOL
21 ATHLETIC PROGRAMS.—

1 **“SEC. 8549D. DISCLOSURE OF STATISTICS ON EQUALITY IN**
2 **ELEMENTARY AND SECONDARY EDUCATION**
3 **ATHLETIC PROGRAMS.**

4 “(a) DEFINITION OF PARTICIPANT.—

5 “(1) IN GENERAL.—In this section, the term
6 ‘participant’ means an athlete in a sport who partici-
7 pates in the sport in interscholastic competitive
8 events, organized practice sessions, and other team
9 meetings and activities on a regular basis during the
10 sport’s season.

11 “(2) DEFINITION OF SEASON.—For purposes of
12 paragraph (1), the term ‘season’, when used with re-
13 spect to a team sport, means the period beginning
14 on the date of a team’s first interscholastic athletic
15 competition in an academic year and ending on the
16 date of the team’s final interscholastic athletic com-
17 petition in such academic year.

18 “(b) IN GENERAL.—The Secretary shall collect annu-
19 ally, from each coeducational elementary school and sec-
20 ondary school that receives Federal financial assistance
21 and has an interscholastic athletic program, a report that
22 includes the following information for the immediately pre-
23 ceding academic year:

24 “(1) The total number of male and female stu-
25 dents that attended the school, fully disaggregated
26 and cross-tabulated by sex and race or ethnicity.

1 “(2) A listing of the school’s teams that com-
2 peted in athletic competition and for each such team
3 the following data:

4 “(A) The season in which the team com-
5 peted.

6 “(B) The total number of male and female
7 participants, fully disaggregated and cross-tab-
8 ulated by sex and race or ethnicity and level of
9 competition.

10 “(C) The total expenditures for the team
11 from all sources, including school funds and
12 funds provided by any other entities, such as
13 booster organizations, including the following
14 data:

15 “(i) The travel expenditures.

16 “(ii) The equipment expenditures (in-
17 cluding any equipment replacement sched-
18 ule).

19 “(iii) The uniform expenditures (in-
20 cluding any uniform replacement sched-
21 ule).

22 “(iv) The expenditures for facilities,
23 including medical facilities, locker rooms,
24 fields, and gymnasiums.

1 “(v) The total number of trainers and
2 medical personnel, and for each trainer or
3 medical personnel an identification of such
4 individual’s—

5 “(I) sex; and

6 “(II) employment status (includ-
7 ing whether such individual is as-
8 signed to the team full-time or part-
9 time, and whether such individual is a
10 head or assistant trainer or medical
11 services provider) and duties other
12 than providing training or medical
13 services.

14 “(vi) The expenditures for publicity
15 for competitions.

16 “(vii) The total salary expenditures
17 for coaches, including compensation, bene-
18 fits, and bonuses, the total number of
19 coaches, and for each coach an identifica-
20 tion of such coach’s—

21 “(I) sex; and

22 “(II) employment status (includ-
23 ing whether such coach is assigned to
24 the team full-time or part-time, and
25 whether such coach is a head or as-

3 “(D) The total number of competitive
4 events (in regular and nontraditional seasons)
5 scheduled, and for each an indication of what
6 day of the week and time the competitive event
7 was scheduled.

8 “(E) Whether such team participated in
9 postseason competition, and the success of such
10 team in any postseason competition.

11 "(c) DISCLOSURE TO STUDENTS AND PUBLIC.—A
12 school described in subsection (b) shall—

13 “(1) by October 15 of each year, make available
14 to students, potential students, and parents of stu-
15 dents and potential students, upon request, and to
16 the public, the report and information required of
17 the school under such subsection for such year; and

18 “(2) ensure that all students and parents at the
19 school are informed of their right to request such re-
20 port and information.

21 "(d) SUBMISSION; INFORMATION AVAILABILITY.—
22 On an annual basis, each school described in subsection
23 (b) shall provide the report required under such sub-
24 section, and the information contained in such report, to
25 the Secretary not later than 15 days after the date that

1 the school makes such report and information available
2 under subsection (c).

3 “(e) DUTIES OF THE SECRETARY.—The Secretary
4 shall—

5 “(1) ensure that reports and information sub-
6 mitted under subsection (d) are available on the
7 same public website, and searchable in the same
8 manner, as the reports and information made avail-
9 able under section 485(g)(4)(B) of the Higher Edu-
10 cation Act of 1965; and

11 “(2) not later than 180 days after the date of
12 enactment of the Fair Play for Women Act—

13 “(A) notify all elementary schools and sec-
14 ondary schools in all States regarding the avail-
15 ability of the reports and information under
16 subsection (c); and

17 “(B) issue guidance to all such schools on
18 how to collect and report the information re-
19 quired under this section.”.

20 (2) CONFORMING AMENDMENT.—The table of
21 contents in section 2 of the Elementary and Sec-
22 ondary Education Act of 1965 is amended by insert-
23 ing after the item relating to section 8549C the fol-
24 lowing:

“Sec. 8549D. Disclosure of statistics on equality in elementary and secondary education athletic programs.”.

1 **SEC. 6. ADMINISTRATIVE ENFORCEMENT THROUGH CIVIL**2 **PENALTIES.**

3 Section 902 of the Education Amendments of 1972

4 (20 U.S.C. 1682) is amended—

5 (1) by inserting “(a)” before “Each Federal”;

6 and

7 (2) by adding at the end the following:

8 “(b)(1) The Secretary of Education shall determine,

9 at the beginning of each year, each covered institution of

10 higher education that was found during the prior year to

11 be in noncompliance with a requirement of this title as

12 part of an administrative proceeding under subsection (a).

13 “(2) If the Secretary determines under paragraph (1)

14 that a covered institution of higher education was in such

15 noncompliance during the prior year, the Secretary may

16 impose a civil penalty on the institution.

17 “(3) If the Secretary determines under paragraph (1)

18 that a covered institution of higher education was in such

19 noncompliance during 2 or more of the prior 5 years, the

20 Secretary shall—

21 “(A) require the institution to submit, not later

22 than 120 days after receiving notice of the deter-

23 mination, a plan for coming into compliance with all

24 requirements of this title; and

25 “(B) make the report publicly available.”.

1 **SEC. 7. PRIVATE RIGHT OF ACTION.**

2 Section 903 of the Education Amendments of 1972

3 (20 U.S.C. 1683) is amended—

4 (1) by inserting “(a)” before “Any depart-
5 ment”; and

6 (2) by adding at the end the following:

7 **“(b) RIGHT OF ACTION.—**An individual who applies
8 to participate, participates, or previously participated in
9 an education program or activity covered under this title,
10 offered by a covered institution of higher education, may
11 bring an action in any Federal or State court of competent
12 jurisdiction against the institution, alleging a violation of
13 this title. The court may award such legal or equitable
14 relief as may be appropriate for such a violation. The legal
15 relief may include compensatory damages for emotional
16 distress, humiliation, or pain and suffering.”.

17 **SEC. 8. TRAINING AND INFORMATION FOR ATHLETES.**

18 Title IX of the Education Amendments of 1972 (20

19 U.S.C. 1681 et seq.) is amended—

20 (1) by repealing section 906;

21 (2) by redesignating section 905 (20 U.S.C.
22 1685) as section 906; and

23 (3) by inserting after section 904 the following:

24 **“SEC. 905. TRAINING AND INFORMATION.**

25 **“(a) TRAINING.—**

26 **“(1) COVERED SCHOOL SYSTEMS.—**

1 “(A) EMPLOYEES.—Each covered school
2 system shall ensure that each title IX coordi-
3 nator, and that each employee who works with
4 athletics or teaches physical education or
5 health, for the school system receives, at least
6 once per year, training on the rights under this
7 title of students at elementary schools or sec-
8 ondary schools, and procedures for submitting
9 complaints of violations of this title to the Of-
10 fice for Civil Rights of the Department of Edu-
11 cation.

12 “(B) ELEMENTARY AND SECONDARY
13 SCHOOL ATHLETES.—Each covered school sys-
14 tem shall ensure that—

15 “(i) a title IX coordinator for the sys-
16 tem provides training to athletes at ele-
17 mentary schools or secondary schools in
18 the system on the rights of the athletes
19 under this title, and procedures for submit-
20 ting complaints of violations of this title to
21 the Office for Civil Rights of the Depart-
22 ment of Education; and

23 “(ii) each such athlete receives that
24 training at least once per year.

1 “(C) DEFINITIONS.—In this paragraph,
2 the terms ‘elementary school’ and ‘secondary
3 school’ have the meanings given the terms in
4 section 8101 of the Elementary and Secondary
5 Education Act of 1965 (20 U.S.C. 7801).

6 “(2) COVERED INSTITUTIONS OF HIGHER EDU-
7 CATION.—

8 “(A) EMPLOYEES.—Each covered institu-
9 tion of higher education shall ensure that each
10 employee of the athletic department of the insti-
11 tution receives, at least once per year, training
12 on the rights under this title of students at cov-
13 ered institutions of higher education, and proce-
14 dures for submitting complaints of violations of
15 this title to the Office for Civil Rights of the
16 Department of Education.

17 “(B) POSTSECONDARY SCHOOL ATH-
18 LETES.—Each covered institution of higher
19 education shall ensure that—

20 “(i) an expert in matters relating to
21 this title, who is not an employee of the in-
22 stitution’s athletic department, provides
23 training to athletes at the institution on
24 the rights of the athletes under this title,
25 and procedures for submitting complaints

1 of violations of this title to the Office for
2 Civil Rights of the Department of Edu-
3 cation; and

4 “(ii) each such athlete receives that
5 training at least once per year.

6 “(b) DATABASE.—The Secretary of Education shall
7 establish and maintain a database of title IX coordinators,
8 which shall be separate from the civil rights coordinators
9 data maintained by the Office for Civil Rights of the De-
10 partment of Education. The database shall include, at a
11 minimum, the name, phone number, and email address for
12 each title IX coordinator. The Secretary shall make the
13 information in the database available to the public with,
14 and by the same means as, reports made available under
15 section 485(g)(4)(B) of the Higher Education Act of 1965
16 (20 U.S.C. 1092(g)(4)(B)).”.

17 **SEC. 9. OTHER DEFINITIONS.**

18 Title IX of the Education Amendments of 1972 (20
19 U.S.C. 1681 et seq.) is amended—

20 (1) by redesignating section 909 as section
21 907A and moving that section 907A so as to follow
22 section 907; and

23 (2) by adding at the end the following:

24 **“SEC. 909. OTHER DEFINITIONS.**

25 “In this title:

1 “(1) COVERED INSTITUTION OF HIGHER EDU-
2 CATION.—The term ‘covered institution of higher
3 education’ means an entity described in section
4 908(2)(A).

5 “(2) COVERED SCHOOL SYSTEM.—The term
6 ‘covered school system’ means an entity described in
7 section 908(2)(B).

8 “(3) TITLE IX COORDINATOR.—The term ‘title
9 IX coordinator’ means the individual who coordi-
10 nates the efforts of a covered school system to com-
11 ply with, and carry out the system’s responsibilities
12 under, this title.”.

13 **SEC. 10. RULE OF CONSTRUCTION.**

14 Nothing in this Act shall be construed to imply that
15 intercollegiate athletic associations (as defined in section
16 2)—

17 (1) are not covered by title IX of the Education
18 Amendments of 1972 (20 U.S.C. 1681 et seq.); or
19 (2) were not covered by that title on the day be-
20 fore the date of enactment of this Act.

