Response to

Division of Florida Colleges

Civil Rights Compliance
On-Site Review
Report and Letter of Findings
of September 14-18, 2009
PART 1. ADMINISTRATIVE

Recipients need to have certain basic requirements in place to comply with the OCR Guidelines, Title VI, Title IX, Section 504 and Title II. These basic procedures include continuous nondiscrimination notice; designation of a person(s) to coordinate activities under Title IX, Section 504, and Title II; and a grievance procedure that will allow students, employees, applicants and visitors an avenue for dealing with alleged discrimination. Lastly, an annual public notice of nondiscrimination is required.

**Persons Responsible for Coordinating Title IX and Section 504 – Equity Requirement**

**Legal Citation**

**FINDING**

The college has designated a person responsible for coordinating equity activities associated with Section 504, Title II, Title IX and the FEEA. The investigation revealed that some notices of its nondiscrimination policy or statement referenced the name and/or title, address and phone number of the equity coordinator; however, a majority of documents reviewed did not have this information. The person designated to coordinate Title IX, Section 504 or the Florida Educational Equity Act (FEEA) is:

Dr. Joan B. Holmes
Special Assistant to the President for Equity & Special Programs
Hillsborough Community College
District Office 718, Tampa, FL
Ph: 813-253-7043
jholmes16@hccfl.edu

One document, page 291 of the HCC Catalog, was provided as a reference for listing the equity coordinator. It listed the name and title of Patsy Dix, previously employed and the designated equity officer; however, she was not referenced as the contact for equity related concerns, but rather only by her title, “Assistant to the President.” A person would have to know that Patsy Dix was the equity officer when looking for this information. There was no other listing for Dr. Holmes in this publication; however, the college reported that at the time of publication, Dr. Holmes had not yet been hired and Dr. Pat Dix was the Equity Officer. The college reported that it would update its references of the equity officer to reflect Dr. Holmes as the designated person.
Corrective Action Required
The college should review its publications to ensure that all notices of its nondiscrimination policy also reference the name and/or title, address and phone number of the Equity Officer including publications in other languages besides English. The college should also clarify where appropriate that although the title of the designated person may be something other than Equity Coordinator or Officer, information should be provided that the person is responsible for Title IX, Title II, Section 504, and the Florida Educational Equity Act equity-related functions.

Response
The college will include the Equity Officer, Dr. Joan B. Holmes and the contact information in all relevant publications. The contact information provided is:

Dr. Joan B. Holmes
Special Assistant to the President for Equity & Special Programs
Hillsborough Community College
District Office 718, Tampa, FL
Ph:  813-253-7043
E-mail: jholmes16@hccfl.edu
Website: www.hccfl.edu/dao/equity--diversity-office.aspx

This information has been formally forwarded to the following offices and services that are responsible for Title IX, Title II, Section 504 and the Florida Equity Act related functions:
- Disability Offices – Campus wide
- Deans of Students Services – All campuses
- HCCs’ Athletics Office – Dale Mabry Campus
- Human Resources – District Administrative Center
- Equity and Student Services Websites
- Publications that promote or communicate about employment, Student Admissions, Vocational Programs, Ethnic Activities, etc.

The process to include this information has already begun (See attached publication) and will continue throughout the 2010-11 academic year.

Annual Public Notification - Equity Requirement Legal Citation

FINDING
Documents reviewed by the investigative team revealed that not all nondiscrimination notices included the name, office address, and phone number of persons designated to coordinate compliance under Title IX, Section 504 and the FEEA.

Corrective Action Required
The college should review its publications to ensure that all notices of its nondiscrimination policy also reference the name and/or title and contact information of the Equity Officer including publications in other languages besides English.
Response
The non-discrimination policy is located on the HCC’s President’s, Equity and Human Resources Websites. The Equity Officer’s name and contact information will be added to the website. The policy will also be provided in Spanish on the Equity website by August, 2010. An annual public notification of the policy will be placed in student publications, (e.g. Student Handbook) by the beginning of fall term 2010.

Dr. Joan B. Holmes, Assistant to the President for Equity and Special Programs and Ms. Ashley Carl, Executive Director of Marketing and Public Relations agreed that the Public Relations office will review and approve all HCC external publications in collaboration with the Equity Office to ensure that the name, business address, phone number, fax number and website address will be posted.

Grievance Procedures - Equity Requirement Legal Citation
A recipient shall adopt and publish a grievance procedure providing for prompt and equitable resolution of student and employee complaints alleging any discrimination based on gender or disability.

- Section 504: 34 CFR 104.7(b)
- Title IX: 34 CFR 106.8(b)
- Title II: 28 CFR 35.107(b)
- Rule 6A -19.010: (1)(h)(1), Florida Administrative Code (F.A.C.)

FINDING
The college has adopted and published grievance procedures for students and employees. Administrative Procedure, Number 2.05, titled, "Discrimination Complaint," is the procedure established for students, employees, or applicants for admission or employment for complaints of discrimination. Grievance procedures for students refer complaints to the Dean of Student Services or the Office of Equity, and non-union employees refer complaints of discrimination or sexual harassment to the Equity Office and/or Director of Human Resources. Incidents of alleged discrimination must be reported within ninety (90) days. There are other set timelines for investigation and providing a report of findings. Retaliation is prohibited and confidentiality is protected to the extent possible.

Corrective Action Required
The college should publish grievance procedures for students, employees, and third parties alleging discrimination or harassment based on race, gender, age, national origin, and disability. Procedures should also be applicable for applicants for admission and applicants for employment in Florida, required by the Florida Administrative Code (F.A.C.) Rule 6A-19.010 (1)(h)(1). The procedure should be easily accessible, and provide for prompt and equitable resolution of the complaints. It should include protection from retaliation, confidentiality to the extent possible, reasonable timeframes for resolution, and alternative points of contact for reporting a complaint. These procedures should be made readily available to students, employees, applicants for admission and employment, and others who may request it. They should be in a format readily accessible, such as in large print for a person with vision impairment or in a native language used by a person with limited English language.
Response
The Equity grievance procedure is posted on HCC’s College President, Equity and Human Resources websites. The information includes the grievance procedure for discrimination and harassment laws on the basis of race, age, national origin and disability and the Equity Office contact information will be added.

The HCC Equity Office will prepare and publish an HCC Equity brochure by the beginning of fall term 2010. The brochure will include information on how to handle grievance procedures for students, employees and third parties alleging discrimination based on gender, age, national origin and disability. The brochure will be published in English and Spanish with alternate copies that include large print and will be distributed to all 5 HCC campuses and our District Office.

The brochures will be distributed in the HCC campus Student Services areas; Academic Dean Offices; Administration Offices and promptly displayed at reception counters, office lobbies and student services areas and housed in the HCC District’s HR and Equity Offices. The brochure will provide specific equity HCC contact information; website information; and procedures on how to file a grievance; and a list and brief explanation of Title IV, Section 504 and Title IX.

When the brochure is completed and published by the end of fall term 2010, a copy will be sent to Lynda Earls, Director of Equity and Civil Rights Compliance, Division of Florida Colleges as evidence of completing the required action.

PART 4. ADMISSIONS

Admission policies, procedures and criteria may not exclude students from vocational programs on the basis of race, color, national origin, gender or disability. Where admissions criteria exclude a disproportionate number of persons of a particular race, color, national origin or gender or persons with disabilities, the criteria should be validated as essential to success in the program. Preadmission inquiries about marital, parental or disability status should be avoided.

Candidates for Admission - Equity Requirement Legal Citation

FINDING
Information for admissions to HCC is available at each campus and on-line at the college’s web site. Students may apply on-line for degree programs as well as career and technical education programs. A review of the college’s applicant information form revealed inquiries related to a person’s race or national origin, but the request was not a required field. There were findings of noncompliance, however. The findings include a requirement for a person to indicate marital status and gender. On the application form, there is a required field where applicants must select a prefix, indicating their choice of, “Mr., Ms., Mrs., or Miss,” without which the application process will not proceed. Additionally, there is another required field where one must indicate gender. While the college may ask for this information, they cannot require an applicant to provide it as a condition for admission.
The applicant information form allows an applicant to indicate ethnicity and race, which is not a required field and is acceptable. Under OMB new reporting guidelines, students may report if they are Hispanic or Latino and additionally report one or more racial categories to describe themselves. After indicating if they are Hispanic or Latino, they may indicate if they are American/Alaskan Native, Asian, Black or African American, Hawaiian/Pacific Islander, or White. HCC’s applicant form also allows an applicant to select “Not Reported,” which is not an option. (Final guidance in Federal Register published October 2007, Volume 72, Number 202, pp. 59266-59279)

**Corrective Action Required**
The college must avoid preadmission inquiries about marital or gender status and should change the applicant information form to indicate that inquiries about marital status or gender are not required fields. An applicant should be able to choose not to provide such information without preventing completion of the application process. The college should also delete, “Not reported,” from the selection field of racial categories.

**Response**
According to HCC’s Vice President of Student Services, Dr. Ken Ray, the responses to the required gender and marital status on online pre-admission application will be changed to fulfill the recommendation of the Equity Report. The HCC application will not require demographic submission of race however gender and marriage status are fields that applicants may choose in order to submit an application, but not required to complete the application. ERISCORP, the vendor who developed the online application will change the gender and marital requirements. The timeline for completion that involves development of the changes and testing is September 30, 2010. “Not reported” racial category will be removed from the selection.

**Preadmission Inquiries – Equity Requirement Legal Citation**

**FINDING**
The investigation revealed that the applicant information form required information indicating a person’s marital status. Please refer to the previous finding and corrective action required. There were no findings of inquiries regarding an applicant’s parental or disability status.

**Corrective Action Required**
The college should remove inquiries requesting information from an applicant that indicate a person’s marital status.

**Response**
The college’s Electronic Pre-admission Inquiry System will remove fields requesting information from an applicant that indicates a person’s marital status and gender by July 1, 2010. (See attached email from Dr. Ken Ray)
Disproportionate Enrollment - Equity Requirement Legal Citations

FINDING
Indicators analyzed included enrollment in vocational programs of minorities, females, students with limited English proficiency (LEP), and students with disabilities. Additionally, program completion rates of minorities and females were compared with completion rates of whites and males, respectively. The disability data includes information for only students who have self-identified as having disabilities and who are enrolled in postsecondary vocational programs.

Programs with disproportionate enrollment:

1. Minority enrollment in vocational programs as compared to the overall minority enrollment:

<table>
<thead>
<tr>
<th>Program</th>
<th>Underrepresented Student Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health</td>
<td>Blacks and Hispanics</td>
</tr>
<tr>
<td>Family/Consumer Services</td>
<td>Black students</td>
</tr>
<tr>
<td>Industrial</td>
<td>Blacks and Hispanics</td>
</tr>
<tr>
<td>Public Service</td>
<td>Blacks</td>
</tr>
<tr>
<td>Apprentice</td>
<td>Blacks and Hispanics</td>
</tr>
</tbody>
</table>

2. Gender, LEP, or disabled enrollment in vocational programs as compared to the overall enrollment by gender, LEP, or disability:

<table>
<thead>
<tr>
<th>Program</th>
<th>Underrepresented Student Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health</td>
<td>Females</td>
</tr>
<tr>
<td>Family/Consumer Services</td>
<td>Females and Disabled</td>
</tr>
<tr>
<td>Business</td>
<td>Females, LEP, Disabled</td>
</tr>
<tr>
<td>Industrial</td>
<td>Females, LEP, Disabled</td>
</tr>
<tr>
<td>Public Service</td>
<td>Females and LEP</td>
</tr>
<tr>
<td>Apprentice</td>
<td>Females, LEP, Disabled</td>
</tr>
</tbody>
</table>

Rates of Program Completions by Race and Gender:

<table>
<thead>
<tr>
<th>Program Completion Rates by Race and Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>AA Degrees</td>
</tr>
<tr>
<td>AS Degrees</td>
</tr>
<tr>
<td>Certificates</td>
</tr>
</tbody>
</table>

In addition to the findings on underrepresented student groups in vocational programs, minorities and females are underrepresented in certain completion programs. Minorities represent an estimated 47.5% of the college’s student population; however, fewer minority students complete their academic programs than do white non-Hispanic students. Females represent an estimated 57% of the college’s student population and exceed completion rates of AA and AS degree programs; whereas, males surpass females in certificate program completions.
Corrective Action Required
The college should take steps to ensure that any disproportionate enrollment does not result from unlawful discrimination in counseling activities. The college should review its brochures and program promotional materials as well as develop strategies that ensure eligible students are provided equal opportunities to enroll in any program and supported in their program completion efforts.

Response
Vocational Program Enrollment - HCC acknowledges that there is an underrepresentation of Blacks and Hispanics, women and students with disabilities in the aforementioned programs. In our effort to remedy this enrollment gap, the following strategies and activities will be assessed and considered. The Vice President of Academic Affairs will place this issue as a top priority for HCC’s college wide Student Success Committee.

- Recruitment and marketing publications for these targeted Vocational Programs will be reviewed and approved by the Public Relations District Office to ensure that appropriate photos of minority, women and students with disabilities.
- Targeted efforts will begin during the fall 2010 to recruit Black and Hispanic students from the Tampa Bay community for HCC Vocational Programs.
- Enrollment coordinators will schedule workforce training informational sessions discussing the need to recruit more minority and women apprentice students in targeted vocational areas of employment where they are underrepresented.
- Implement and expand e-marketing, print media and radio media to underrepresented communities to promote HCC’s vocational program opportunities.
- Target Tampa high schools, vocational and technical programs to recruit women, minorities and students with disabilities.

Completion Rates - HCC’s Academic Affairs in collaboration with the Equity Office recently allocated over $100,000 to implement a pilot program for the 2010-11 academic year that targets Black and Hispanic men to participate in a mentoring, academic support and advising program designed to increase their completion rates of AA &, AS Programs. The program will be piloted at the Ybor City and Dale Mabry campuses during 2010-11 with plans to expand to all five campuses for the 2011-12 academic year.

Other strategies to increase AA/AS completion rates are:

- Provide 24/7 online tutoring sessions to target Tampa minority communities.
- Expand and implement electronic (E) advising which is already near the end of the pilot stage.
- Expand the use of Spanish language in HCC’s promotional materials especially to promote academic programs and AA/AS degrees.
- Target underrepresented communities about career paths and college opportunities that will require AA/AS degrees. Publications must represent targeted diverse community.
- The Equity office will establish Diversity employment goals and timeframe in a specific Equity Plan for 2010-11 academic year. The Diversity Equity employment goals is to increase the hiring of more underrepresented faculty, advisors and counselors to serve as positive role models for minority students and to meet the growing number of diverse students enrolled at HCC.
PART 7. SERVICES FOR STUDENTS WITH DISABILITIES

No qualified person with a disability may be excluded from, denied benefits of, or subjected to discrimination in any course, program, or activity. A recipient may not restrict access for students with disabilities to schools, programs, services, and activities because of architectural barriers, equipment barriers, the need for related aids and services, or the need for auxiliary aids. Section 504 and ADA Title II are based upon the premise that students with disabilities will be integrated with their non-disabled peers as much as possible. Historically, the assumption was made that persons with disabilities would not be able to function and the able-bodied should not put them in a position where they might be “uncomfortable.” However, research shows that gains made by persons with disabilities in the educational setting are enhanced when they are integrated with the appropriate aids and services. The Section 504 requirements for services for elementary and secondary disabled students are different from the requirements for services for postsecondary disabled students.

Exclusion Prohibited - Equity Requirement Legal Citations

FINDING
Students are instructed to contact the Office of Services for Students with Disabilities regarding equipment barriers or to obtain access to necessary aids, services or auxiliary aids. The investigation found that most classrooms, libraries, and other campus centers were well equipped with auxiliary aids and furniture conducive for accessibility by a person in a wheelchair. However, in most facilities reviewed, there was no signage to inform a person of available aids.

Corrective Action Required
The college should take steps to ensure that signage or other information is readily available in its media centers and facilities to inform persons with disabilities that auxiliary aids are available.

Response
Appropriate signage will be provided on all campuses to inform students about available auxiliary aids in all facilities. These items will be addressed on or before September 30, 2010. (Attached please find the HCC CFO, Barbara Larson’s email regarding budget allocations for HCC’s Equity corrective actions.)

PART 9. ACCESSIBILITY

Recipient may not exclude students with disabilities from enjoying the benefits of its program or service because its facilities are inaccessible to or unusable by persons with disabilities.

Applicable accessibility standards are determined by the date the facility was constructed or last renovated by the institution.

• Existing facilities/Section 504 (34 CFR, 104.22) - construction or alteration initiated before 6/4/77 - "readily accessible"
• New construction/Section 504 (34 CFR 104.23) - construction or alteration initiated between 6/4/77 and 1/17/91 – ANSI A117.1-1961 (R1971)

• New construction/Section 504 (34 CFR 104.23) - construction or alteration initiated on or after 1/18/91 – UFAS

• New construction/ ADA (28 CFR 35.151) - construction or alteration initiated on or after 1/27/92 - ADAAG or UFAS

FINDINGS
The team conducted a comprehensive review of buildings, sport facilities, sidewalks, and parking lots on each campus, utilizing building plans with dates of construction or alterations to evaluate accessibility. There were numerous findings of inaccessibility related to standards and requirements of the ADA Standards for Accessible Design, which was the reference for all citations. Under each categorized finding, a list of findings applicable to the standard is provided along with some photographs. Each standard includes the requirement for corrective action that should be taken by the college.

Responses - Note: All HCC responses provided by Barbara Larson, Chief Financial Officer at HCC.

1. Van- Accessible Signage is not provided to designate Van-Accessible Parking.

   Ybor City and SouthShore campuses have already been addressed since receiving the report. All remaining signs will be in place on van-accessible spaces on or before September 30, 2010.

2. Curb ramp extends into access aisle District Office and Plant City.

   These items will be addressed on or before September 30, 2010.

3. Accessible door hardware is not provided on accessible doors.

   Assessment has begun on the full impact of this finding, as replacing door hardware on this number of doors will be expensive and must be budgeted over time. Several of these building are slated for major renovations, so would be addressed as part of construction. Please see table below.

<table>
<thead>
<tr>
<th>Campus</th>
<th>Building</th>
<th>Plan for Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>District Office</td>
<td>Corporate Training Center</td>
<td>All door hardware will be changed by June 30, 2011</td>
</tr>
<tr>
<td>Dale Mabry</td>
<td>Technology Building</td>
<td>This building is the College’s first priority on the Capital Improvement Program (CIP) list for remodeling. All door hardware will be addressed in that project. In the meantime, individual doors will be changed out upon request by a student, faculty or staff member.</td>
</tr>
</tbody>
</table>
Ybor City | Student Services/Library Area | This references the space where Student Services just vacated as the new building was recently completed and opened. The library and the vacated student services space is scheduled to be remodeled beginning in FY 2010-11. Door hardware will be changed as part of this renovation.

Ybor City | Administration Building | All door hardware will be changed by June 30, 2011

Plant City | Science Building | All door hardware will be changed by June 30, 2011

Brandon | Administration Building | The building was recently renovated. This work is now complete.

4. Telephones projecting from walls extend into access walkways.

Although the report lists Dale Mabry, the accompanying photograph is of a pay telephone in Brandon. This has already been removed.

5. Headroom in circulation space is less than 80 inches.

District Office—the mounted TV in the Corporate Training Center will be removed on or before September 30, 2010.

Ybor City—the space referenced will undergo a significant renovation beginning in the next year, as the area was recently vacated with the move to a new Student Services Building at the campus. In the meantime, the area will be blocked off so that individuals cannot walk under the stairwell. This will be accomplished on or before September 30, 2010.

7. Pipe insulation is not provided under lavatories in accessible toilet rooms.

HCC facilities supervisors’ have begun to assess the full impact of this finding. As it affects all buildings, it will have the necessary insulation in accessible toilet rooms on or before June 30, 2011.

8. Food service line and condiment table do not meet requirements for clear width or height.

This item will be addressed on or before December 31, 2010.

9. Accessible seating and/or lab countertops are not provided in teaching labs.

This item will be addressed on or before June 30, 2011.
10. Signage does not meet requirements for accessibility.

The Ybor City Library Building is scheduled for renovation beginning in 2010-11. Signage will be changed during the renovation. The Administration building and the Public Services Technology Building will be addressed on or before June 30, 2011.

11. Accessible route to instructional and classroom seating area if not provided in multi-level classrooms or raised instructional spaces.

With regard to the District Office Corporate Training Center, staff is currently conducting a preliminary review on the cost of removing the levels in the room. Staff believes that room utilization would improve if the auditorium were converted to a single level meeting space. Based on this review, renovations could begin later in FY 2010-11.

For the mock courtroom in the Ybor City Public Services Technology Building, HCC is investigating alternatives to the raised witness stand.

12. Handrails along stairs do not extend beyond the bottom or top risers

This item will be addressed on or before August 2011.

PART 10. COMPARABLE FACILITIES

Separate facilities for students with disabilities should be similar in quality and convenience to facilities for students without disabilities. Separate changing rooms, showers and other facilities for students of one gender should be similar in quality and convenience to the facilities for students of the other gender. Any separate facilities for male, female or disabled students should be located in similar proximity to the associated classrooms, shops or laboratories.

Comparable Programs – Equity Requirement Legal Citations

If separate programs or facilities exist for students with disabilities, they are comparable to those for students without disabilities.

Section 504: 34 CFR 104.34(c)
Guidelines VI-A

FINDING

Programs and facilities exist for students with disabilities; and for the most part, they are comparable to those for students without disabilities. The team noted while touring the Brandon campus athletic facilities, Locker Room 17, shower stalls had doors to provide privacy; however, there was an ADA accessible shower stall without a door or any privacy.

Corrective Action Required

The college should provide comparable facilities such as shower stalls for persons with disabilities that provide privacy as the other shower stalls provide.
Response
The ADA accessible shower stall at the Brandon Campus will be addressed and a door is to be installed on or before September 30, 2010.

Comparable Facilities – Equity Requirement Legal Citations
Changing rooms, showers, and other facilities for students of one gender are comparable to those provided to students of the other gender. Changing rooms, showers, and other facilities for students with disabilities are comparable to those provided to students without disabilities.

   Title IX: 34 CFR 106.33
   Section 504: 34 CFR 104.4(b)(ii)
   Guidelines VI-D
   Section 1006.71, F.S.
   Section 1000.05 (3)(d)(2)(g), F.S.

FINDING
The college offers athletic programs. Baseball and basketball are offered for males and basketball, softball, tennis, and volleyball are offered for females. In 2008-09, 57.6% of athletic participants were female, compared to a female enrollment rate of 57.2%, which is proportionate. The percentage of men participating in athletic programs is 42.4%, compared to the college’s male enrollment rate of 42.77%.

The review team found that not all facilities were comparable for men and women. Males participating in baseball have practice and play at the New York Yankees Community Field in Tampa, and females play at a smaller baseball stadium in Plant City. Both facilities are available to the college for free. The NY Yankees stadium is larger and accommodates all practice times for the men’s baseball team. The Plant City Stadium is smaller and not available for practice. Both are accessible for persons with disabilities.

Females conduct softball practice in a field accessible by a dirt road with an older, nonfunctioning facility that has no restrooms and is not accessible for a person with physical disabilities. Men and women use the same facility for basketball games and practice. The women’s tennis team uses tennis facilities at the HCC Complex, exclusively because there is no tennis program for males. Limited resources and compliance with gender equity in Title IX were reported as the primary reasons for not being able to offer more male athletic programs.

Corrective Action Required
The college should offer comparable facilities and practice fields for males and females participating in athletic programs.

Response
Facilities - HCC will continue to ensure that playing facilities for men and women are comparable and meet Title IX and ADA accommodations. At the present time, the men’s baseball team has games at the NY Yankees Community Field and the women’s softball team play all their games at the Plant City Campus stadium. The Plant City stadium is considered one of the best facilities in this region which often hosts major college tournaments, NCAA tournaments and professional softball events.
In comparison, the NY Yankee Community Field has less seating capacity than the Plant City Campus stadium facility. Both of these facilities are considered comparable, as the Yankee Community Field meets baseball guidelines and Plant City Stadium meets softball requirements.

**Practice Facility** - HCC is aware that the women’s softball practice field at the Brandon Campus is not appropriate for the team to practice. Therefore, the Dale Mabry, Brandon and Plant City Campus Presidents together with HCC’s CFO and Athletics Director will be meeting sometime during July, 2010 to investigate and fully assess the following options as alternatives to the current practice location at the Brandon Campus which does not meet with ADA or Title IX regulations on its restroom facilities:

- The women’s softball team would be able to also practice at the Plant City facility.
- Secure a geographically located alternate practice field near the Dale Mabry or Brandon Campuses that would meet the appropriate ADA and restroom access requirements.
- Consider renovation of the Brandon Campus practice facility by paving the dirt road and adding appropriate restrooms/locker rooms to meet the ADA requirements.

*This assessment and decision will be reached by the end of fall term 2010.*