



December 9, 2011

Dear Board of Directors, Nigel Melville and NCAA Committee,

We hope this letter finds you well.

As you know, the Women's Collegiate Strategic Committee (the "WCSC") has been working on the NCAA Initiative for just over a year. During this time, we have seen disparate treatment by USA Rugby of men and women in its programs. We have raised this issue a couple of times, most recently in a November 1, 2011 memo to Nigel Melville in which we detailed some of the issues of inequity, and asked for a gender equity audit.

The unequal treatment of men and women is manifest within USA Rugby and is reflected in the proposed 2012 budget, previous budgets, the composition of the Board, and many other examples, including the allocation of male and female slots for the residency program for 7s rugby to be initiated in 2012. As just one example regarding the budgets, men's high performance programs receive substantially more financial support than women's high performance programs. The law, however, does not excuse this kind of disparate treatment on the basis that a revenue source, such as IRB funds, is earmarked only for men.

The WCSC would be quite pleased to work with you to rectify ongoing violations by USA Rugby of the membership requirements of the Ted Stevens Olympic and Amateur Sports Act (particularly Section 220524(6) of the Act) as well as corresponding sections of the USOC Bylaws. In that regard, and most critically at this time, we ask that the Board reconvene, and consider our input with respect to the proposed 2012 budget, so as to ensure that it complies with this Federal law.

We also ask that USA Rugby's Audit Committee and Congress be included in the process of bringing USA Rugby's strategic plans, operations and budgets into compliance with various gender equity laws and USA Rugby ByLaws, and would be pleased to be involved in that process as well.

Sincerely,

Sue Parker, Chair, on behalf of

USA Rugby Women's Collegiate Strategic Committee

MaryBeth Mathews, Co-Chair
Ellen Owens
Kerri Heffernan
Debra Archambault
Anne Marie Farrell

cc: USA Rugby Audit Committee
USA Rugby Congress

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Members of the International Rugby Board & the U.S. Olympic Committee