


**KHSAA TITLE IX UPDATE**

Kentucky High School Athletic Association

**Presenters:**  
**Julian Tackett, Commissioner**  
**Darren Bilberry, Assistant Commissioner**  
**Gary Lawson/Kathy Johnston/Barbara Kok, Title IX Auditors**



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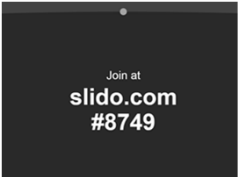

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**Submit Questions, etc.**



Join at  
**slido.com**  
**#8749**



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**Online Roster Requirements**

- KHSAA online system only, no other form will substitute
- No one can play in a game
- Reminder that per Bylaw 14, not eligible to play in games, not eligible to practice if coming into the school under Bylaws 6, 7 or 8 (transfer, foreign exchange or foreign student)
- School decides who edits rosters. Must work cooperatively with AD or Principal in getting assigned rights, or having them do the editing
- New format of roster has fourth level (postseason) so that roster manipulation at end of season doesn't cause inconsistencies in yearly reporting



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### Title IX: What is it?

Title IX is the portion of the Education Amendments of 1972 that prohibits sex discrimination in educational institutions that receive federal funds, either directly or indirectly. In brief, Title IX states that:  
*“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.”*



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### KHSAA Membership Criteria

- *Duties of the KHSAA in managing high school athletics are set forth in 702 KAR 7:065. The regulation includes the following: “As a condition present to membership, require each member school and superintendent to annually submit a written certification of compliance with 20 USD Section 1681-83 (Title IX)”*
- *The Annual Membership Application includes this wording and is verified by the principal of each KHSAA member school on this form.*



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### KHSAA Role-Title IX Enforcement

*Title IX is the portion of the Education Amendments of 1972 that prohibits sex discrimination in educational institutions that receive federal funds, either directly or indirectly. Is not an enforcement agency in regards to Title IX*

- KHSAA Does not determine whether or not a school is in violation
- KHSAA Reserves the right to report to local district or the Office of Civil Rights
- KHSAA Title IX complaints should be directed to the local school district or the Office of Civil Rights
- KHSAA Title IX Complaints received by the KHSAA will be forwarded to the school principal, Title IX Coordinator and District Title IX Coordinator



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### Title IX Historical Information

KHSAA Staff maintains a repository of information on the KHSAA website including:

- All past Annual Title IX Repots
- All past Field Audit Visit Reports
- Annual Title IX Workshops and other consultation as requested or required
- Annual audit re-visit schedule for selected schools
- Pertinent information from the office of civil rights




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### Title IX News and Updates

- Title IX and Participation reporting is only available online
- Deadline for Annual Report submission and Participation List is April 30<sup>th</sup> each year
- Form T-35 will be available online in late November for reporting of expenditures from prior year
- Goodsports, Inc Guide and Workbook, contact office




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### Annual Reporting to KBE

*KHSAA Staff reports to the Kentucky Board of Education on the Status of the prior year revisit summary for KHSAA Member Schools*

- Observations of disparities and areas of concern to be addressed
- Observed deficiencies and timeline for improvements by the school
- Penalties assessed for non-submission of reports




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### Steps for Monitoring Title IX Compliance - GERC

- Each KHSAA Member school shall form a Gender Equity Review Committee *that shall meet a minimum of three times per year*
  - Follow suggested guidelines for committee makeup
  - Minutes shall be kept and on file for each meeting.




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### STEPS FOR MONITORING TITLE IX COMPLIANCE-GERC

- Each KHSAA Member school shall form a Gender Equity Review Committee *that shall meet a minimum of three times per year*
  - Committee Shall Monitor Title IX Action Plans
    - Include Timetable for improvements
    - Develop a current year improvement plan and review previous action plans to ensure implementation deadlines are being met
  - Using prior Annual Reports, conduct an Internal Self-Audit. KHSAA Resources are available to assist
- Committee Make-up
  - Include District Title IX Coordinator
  - Include High School Title IX Coordinator
  - Include school personnel, student athletes and bookkeeper
  - Emphasize diversity – especially with student athletes
  - Include booster club members
  - Verified via GE19 form (first page of Title IX report)




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### T61 SURVEY

- Red Flags:
  - Required every other year; 2017-2018 is a survey year for *all* schools
  - 80% response rate required, including 8<sup>th</sup> graders from direct feeder school(s); enrollment number taken from the 2<sup>nd</sup> Month Report
  - Grades 9-11
  - If using the KHSAA T61 paper survey, or if you are creating your own electronic survey based on the T61 paper survey, make certain to use the latest version (<http://www.khsaa.org/forms/t61.pdf>); it has been revised for 2017-2018 to include Dance as a sanctioned KHSAA Fall Sport Activity)
  - If you want to take advantage of KHSAA's electronic survey service, please contact Rob Catron ([rcatron@khsaa.org](mailto:rcatron@khsaa.org)) to request; it will be administered using [www.surveymonkey.com](http://www.surveymonkey.com)




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## What Sports or Sport-Activity can I count?

- To count as a countable sport for reporting, generally must meet criteria:
  - The squad must play a minimum number of games, recommendation of OCR consultant is at least 10;
  - Must be supervised by same person as other sanctioned sports (i.e. Athletic Director)
  - Coaches must be hired using same policies as KHSAA sports
  - Coaches must meet same qualifications
  - Female Dance Participants will count



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## Booster Clubs - FAQ

- Athletic Administrators should have copy of, and must adhere to the KDE Red Book, available on KDE website at <http://goo.gl/ZpvEKT>
- A sample booster club agreement is on the KHSAA Title IX website <http://goo.gl/SQeHQb>
- It is strongly recommended that schools have only one booster club under direct control of the school



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## Title IX Framework

Title IX has two basic provisions:

- Opportunities to become participants
- Benefits or treatment of participants



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## Title IX Framework - Opportunities

Participation Offerings – The Three Prong Test

- Substantial Proportionality *or*
- History & Continuing Practice of Program Expansion *or*
- Full & Effective Accommodation Of Athletic Interests



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## T1 ONLINE FORM

Sample:  
St. Henry's actual report will be displayed



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## Internal Analysis Summary

Sample:  
St. Henry's actual report will be displayed



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**T2 Online Form**

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Sample:  
St. Henry's actual report will be displayed



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**Internal Analysis Summary**

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Sample:  
St. Henry's actual report will be displayed



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**T3 Online Forms**

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Sample:  
St. Henry's actual report will be displayed



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## T61 SURVEY

- Red Flags:
  - Zero entered for all sports not currently offered
  - Zeros for all sports currently offered at the school
  - Schools put the number of *current* participants instead of the number of students *showing interest*
  - Zeros entered for all sports



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## Internal Analysis Summary

Sample:  
St. Henry's actual report will be displayed



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## Title IX Framework: Benefits



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**T35 Online Forms**

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Sample:  
St. Henry's actual report will be displayed



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**Internal Analysis Summary**

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Sample:  
St. Henry's actual report will be displayed



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**T41/T60 Online Form**

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Sample:  
St. Henry's actual report will be displayed



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## KHSAA Title IX Update

Thank You For  
Attending!

**Contact information:**

- Julian Tackett, Commissioner : [jtackett@khsaa.org](mailto:jtackett@khsaa.org)
- Darren Bilberry, Assistant Commissioner: [dbilberry@khsaa.org](mailto:dbilberry@khsaa.org)
- Rob Catron, Information Technology Director: [rcatron@khsaa.org](mailto:rcatron@khsaa.org)
- Gary Lawson/Kathy Johnston/Barbara Kok, Title IX Auditors:  
[glawson@khsaa.org](mailto:glawson@khsaa.org) / [kjohnston@khsaa.org](mailto:kjohnston@khsaa.org) / [bkok@khsaa.org](mailto:bkok@khsaa.org)
- KHSAA Office Number: 859-299-5472



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