



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2001-2002 school year)

School: **Hazard High School**  
Reviewed By: **Larry Boucher, Brigid DeVries**  
Date Of Visit: **October 15, 2001**  
Telephone Number of Reviewer: **(859) 299-5472**

### 1. Completed Required Forms

GE-19 Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Thru T-41 Yes  No

Corrective Action Plan (Form T-60) Yes  No

### 2. Opportunities Component of Title IX Compliance

Area of Compliance:  
(Check One Or More)

	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes  No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:

B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes  No

Comment:
The calculations on summary program chart 1 (Accommodation of Interest and Abilities) of the 2000 Title IX forms were clarified and corrected.

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes  No

Comment:
School personnel should closely monitor student interest either from surveys or other methods of identifying interest.

**3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?**

Yes  No

Comment:
However, the school should continue to attempt to include participation opportunities for girls. There is significant interest in girls' soccer. Adding additional levels (i.e. J.V. Freshman) to Volleyball can also help increase opportunities for girls. The Survey Summary also indicated an interest in swimming and diving, which is another chance for school personnel to increase participation opportunities. The pool at the "Pavilion" could accommodate a swimming program".

**4. Checklist of the Title IX Components of the Interscholastic Program**

<b>Benefit to Students</b>	<b>Satisfactory</b>	<b>Deficient</b>	<b>Comments</b>
<b>Accommodation of Interests and Abilities</b>		<b>X</b>	The survey summary (Form T-63) indicated significant interest in girls' soccer, swimming and diving, and volleyball.
<b>Equipment and Supplies</b>	<b>X</b>		Team uniforms for boys and girls appear to be comparable.
<b>Scheduling of Games and Practice Time</b>		<b>X</b>	School personnel shall continue to schedule prime-time opportunities for females.
<b>Travel and Per Diem Allowances</b>	<b>X</b>		
<b>Coaching</b>			
<b>Locker Rooms, Practice and Competitive Facilities</b>		<b>X</b>	The following are facilities that need to be upgraded: a. softball field b. girls' basketball locker room at Memorial Gym
<b>Medical and Training Facilities and Services</b>	<b>X</b>		There is a large weight room on campus primarily used for football. There was no posted weight room schedule for other sports that would indicate use by other teams. It was stated however, that all students had access to this facility. The "pavilion" is an off campus weight facility used by boys' and girls' basketball as well as other sports programs. This building also has a walking track and a five lane pool.
<b>Publicity</b>	<b>X</b>		
<b>Support Services</b>			
<b>Athletic Scholarships**</b>			NA
<b>Tutoring**</b>			NA
<b>Housing and Dining Facilities and Services **</b>			NA

Recruitment of Student Athletes**			NA
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**5. Brief Summary/Analysis of The Corrective Action Plan (T-60)**

The 2001 Corrective Action Plan currently addresses the following:

- Increasing opportunities for prime time scheduling by the 2002-2003 season
- Additional travel by the girls' basketball team to a Florida tournament in December of 2001
- Further studies on providing more opportunities for female students, specifically soccer or swimming

In addition, the 2001-2002 Corrective Action Plan (due with the **April 15, 2001** forms submission) shall address the following:

- Specific details on upgrading the girls' softball facility to include addressing the wear and tear of the outfield due to usage for fall and spring football practice.
- A proposal to upgrade the girls' locker room and office area at Memorial Gym for girls' basketball.
- Inclusion of specific policies on hiring practices for all coaches to ensure a quality coaching staff for both boys and girls.
- The provision of copies of the 2002-2003 boys' and girls' basketball schedules to reflect prime time play for both teams.

**6. Observed Deficiencies in Overall Girls and Boys Athletics Programs**

Overall Deficiencies:

Overall deficiencies include the following,

- substandard softball field
- inadequate basketball locker room
- lack of a weight room schedule for teams using "football weight room"
- lack of scheduling of prime time games for girls' basketball

**7. Facility Recommendations or Concerns**

There are several deficiencies with regard to the softball field. The field overall is in disrepair. The fence is non-permanent and stored in the dugout. The outfield is in bad shape due to use by the football team for practice in the spring and fall. The backstop is substandard and needs attention. There is no permanent seating. Portable bleachers are moved in from the Parks Department for games. There is a small scoreboard. Furthermore, the field is inferior to the baseball field, which has a brick dust infield, nice large scoreboard, signage on the outfield fence recognizing regional champions, a brick based backstop with padding and a batting cage in close proximity to the field.

The football locker room/field house is one of the nicer facilities at the school. Interior features include a large shower area for the players, whirlpool, approximately 50 large lockers with storage space in each of the lockers, pictures of teams, washers, dryers, ice-makers, and equipment storage space. There are approximately 7 lockers for the coaching staff, coaches' offices with a bathroom and shower, and computer equipment. The building contains a training area, refrigerator, and storage area.

There is no indication (by printed weight room schedule or otherwise) in the weight room area that any one uses the facility other than the football team.

The Memorial Gym has some serious water problems, which prohibits the facility from being really nice for either the boys' or girls' teams. However, when comparing locker rooms and office space for the boys' and girls' basketball teams it is apparent that boys' basketball has the advantage. The City Commission built a locker room for the boys as well as a new office area, which has a refrigerator, coach's desk, VCR, and television. It is recommended that school personnel address the locker room inequity and include information regarding this project in the 2002 Corrective Action Plan.

8. **KHSAA Recommended Action**

- Notify Office Of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension From the Association
- Prohibition From Post Season Play
- Probation For
- Fine In The Amount of \_\_\_\_\_
- None At This Time
- School shall submit the following additional information:

**(Selection of Cheerleaders)** On or before **April 15, 2002**, the school is requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball games).

**(Prime Time Contest/Girls' Basketball)** On or before **December 15, 2001**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2001-2002 season. To the extent that a fewer percentage of girls' games are played during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of action it intends to take to immediately correct the difference. School personnel shall include a copy of the 2001-2002 boys' and girls' basketball schedules for KHSAA review.

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

**High School Title IX Coordinator:** Happy Mobelini  
157 Bulldog Lane  
Hazard, KY 41701  
606-439-1318

**District Level Title IX Coordinator:** Sandra Johnson  
325 Broadway  
Hazard, KY 41701  
606-436-3911

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Happy Mobelini	Principal / Athletic Director	606-436-4766
Sandra Combs	Assistant Girls' Basketball	606-439-3715
Deborah Caldwell	Athletic Secretary	606-436-6991
Fran Sidwell	Parent	606-436-3206
Larry Boucher	Assistant Commissioner KHSAA	859-299-5472
Brigid DeVries	Executive Assistant Commissioner	859-299-5472
Sandra Johnson	Title IX Coordinator	606-436-3911
Lynn Bailey	Student Athlete	606-436-0502
Romilda Haskin	Student Athlete	606-436-0502
Teasha Haynes	Student Athlete	606-435-1515
Chester Rose	Assistant Boys/Girls Basketball Athletic Director for middle school	

**10. Comments**

Overall, Hazard High School has the potential to be a model program. The school has been especially successful in girls' basketball. It is recommended that the Gender Equity Review Committee take a tour of all the athletic facilities and begin to prioritize upgrades to the facilities as well as to begin developing a policy handbook with regards to boys' and girls' athletics programs.