



**KHSAA TITLE IX ANNUAL REPORT SUBMISSION
STATUS REPORT
2019-2020**

KHSAA Form T65
Revised 5/14/20

School:	Harlan
KHSAA Audit Team Member:	
Date:	June 26, 2020

Along with this T65 form, you have also received a copy of a revised Title IX Internal Audit Summary for this school. It is important that you review all of the details concerning the analysis of the report submitted.

The Internal Audit Summary will analyze parts 1 and 2 of the three-part test for Title IX compliance, based on a snapshot of the data on the date submitted. Those conclusions are listed. As a result of Covid 19, no determination will be made as to compliance with Test 3. Revisions have been made in this form to clarify the calculation of the underrepresented gender and ensure the preservation of the integrity of the foundational purposes of Title IX. The form also continues to contain notes made to help you determine how calculations were derived and detail the exclusion of certain elements related to Archery, Bass Fishing, and Esports which are true coed sport-activities.

In the first section you will note many factors such as per total participation, total expenditures, participant spending (per gender), and many other factors to be considered as you move forward with future planning. You will also note on Row 13, the determination of the underrepresented gender in your school. This is a critical element in determining Title IX compliance.

The Test 1 (traditionally called the “numbers” test) section again contains guidance as to the number of new participants in the underrepresented gender needed to meet this test. Explanatory notes in the right column should help verify the calculations, which were done by the system based on the submitted data.

The Test 2 (traditionally called the “recent history of expanding sport offerings for the underrepresented gender” test) section contains the information for Test 2 and the calculations were done solely by the system based on the submitted data.

The Test 3 (traditionally called the “accommodating interest and abilities” test) section contains the information for Test 3. This is determined by the audit team based on the analysis of the data provided, but will not be analyzed this year as a result of Covid 19.

At the bottom of the Title IX Internal Audit Summary is a summary conclusion as to whether or not the school appears to be in compliance with one of the three parts of the tests for Title IX compliance. If you have specific questions, feel free to contact Assistant Commissioner Darren Bilberry (dbilberry@khsaa.org or 859-299-5472) at the KHSAA.

Special Note from Audit Staff (ignore if blank):



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2019-2020**

KHSAA Audit Form
Rev. 10/14/19

TITLE IX INTERNAL AUDIT SUMMARY

HARLAN

Assigned Auditor: (none assigned)

		Column 1	Column 2	Column 3
		Girls	Boys	Total
Row 1	Total Participants (from T-1)	92	102	194
Row 2	Percentage of Participation	47.42%	52.58%	100%
Row 3	Total Expenditures (from T-3) for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	\$49,268	\$75,783	\$125,051
Row 4	Percentage of Expenditures for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	39.40%	60.60%	100%
Row 5	Percentage Difference between Percentage of Expenditures (Row 4) and Percentage of Participation (Row 2)	-8.02%	8.02%	
Row 6	Per Participant Expenditure	\$535.52	\$742.97	
Row 7	Per Participants Difference in Expenditures		\$207.45	
Row 8	Total Enrollment (from KHSAA enrollment figures)	88	86	174
Row 9	Percentage of Enrollment	50.57%	49.43%	100%
Row 10	Percentage Difference between Percentage of Enrollment (Row 9) and Percentage of Participation (Row 2)	-3.15%	3.15%	
Row 11	Number of Non-Coed Teams (excluding Archery, Bass Fishing, Dance and Unified Track/Bowling)	9	8	17
Row 12	Tolerance Limit based on participation ratio to enrollment	4.0%	If number of participants is less than 100, the tolerance is 5%, if 101-299 then 4%, if 300-499 then 3%, if 500-699 then 2.5%, if 700 or more then 2%.	
Row 13	Underrepresented Gender	GIRLS	Underrepresented Gender is the one having the lowest value in Row 10 after comparing to the school participation tolerance in row 12	

TEST 1

Row 14	Test 1, Subpart 1, Is Row 10 plus/minus 5% for underrepresented gender?	yes	Does this school appear likely to meet Test 1, Subpart 1 for Compliance?	
Row 15	Test 1, Subpart 2, Is Row 10 plus/minus the percentage in Row 12 for underrepresented gender?	yes	Does this school appear likely to meet Test 1, Subpart 2 for Compliance?	
Row 16	Test 1, Subpart 3 Participants per Non-Coed Team for underrepresented gender (excluding Archery, Bass Fishing and Unified Track/Bowling)	10.2	The average number of participants per non-coed team for unrepresented gender, added to total participation, divided by total participation plus average number of underrepresented gender team. Does that number equal 50%? If not, how many additional participants would allow the school to get to 50% (underrepresented gender plus new participants divided by total participation plus new participants).	
Row 17	Test 1, Subpart 3 Ratio of Participants/Team to Total	50.1%		
Row 18	Test 1, Subpart 3 Additional Participants Needed to Pass Test 1, Part 3	-0		
Row 19	Test 1, Subpart 3, Does it appear that the average participation per non Coed team rationalizes a less than 50% overall participation rate?	yes	Does this school appear likely to meet, Subpart 3 for Compliance?	
Row 20	TEST 1 RESULTS (OVERALL)	-YES-	Appears likely to meet Test 1 for Title IX Compliance?	

TEST 2

Row 21	Test 2 Percent Participant Increase from Added Teams (from T-2)	7.2%		
Row 22	TEST 2 RESULTS	-NO-	Appears likely to meet Test 2 for Title IX Compliance?	

TEST 3

Row 23	TEST 3 RESULTS	-N/A-	Appears likely to meet Test 3 for Title IX Compliance?	
Row 24	Test 3 Notes from Audit Team member listed above	No Test 3 due to COVID19		

SUMMARY—PER THE ANALYSIS AND DATA SUBMITTED, IT APPEARS THAT THIS SCHOOL MEETS AT LEAST ONE OF THE THREE TESTS FOR TITLE IX COMPLIANCE. SCHOOL OFFICIALS SHOULD REVIEW THE TITLE IX INTERNAL AUDIT SUMMARY TO DETERMINE THE SPECIFIC FINDINGS. SCHOOL REPRESENTATIVES ARE REMINDED THAT TITLE IX COMPLIANCE IS AN ONGOING OBJECTIVE, AND THIS REPRESENTS ONLY A SNAPSHOT IN TIME. CONTINUED EFFORTS TO ENSURE COMPLIANCE ARE NECESSARY FOR A SUCCESSFUL PROGRAM.



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL VERIFICATION OF TITLE IX PROCEDURES SCHOOL YEAR 2019-2020

KHSAA Form **GE19**
Rev.5/11

The Harlan High School, Harlan, Kentucky
(Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX). **I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks:**

I. Established a gender equity committee at the high school. **(List committee personnel and provide attachment if necessary)**

Name	Address	Phone	Title (Supt., Principal, Student, Parent, Coach, Etc.)
Jaimie McNiel		6065736150	Athletic Director
Britt Lawson			Principal
Tiiffany Hamm			Girl's Basketball Cocah
Cory Estep			Baseball Coach
Cathy Thomas			Teacher
Trevor Fitzpatrick			Teacher

II. Scheduled a minimum of three meetings during the school year on the following dates:

Sep 12, 2019
Dec 12, 2019
Mar 12, 2020

III. Designated the following person(s) as the Title IX coordinator for the school:

Name	Title	Address	Phone
Jaimie McNiel	Athletic Director	P O Box 1443	6065736150

IV. Designated the following person(s) as the Title IX coordinator for the district:

Name	Title	Address	Phone
Jaimie McNiel	Athletic Director	P O Box 1443	6065736150

School personnel are continuing to make periodic reviews of the boys' and girls' athletics program reflected in the Corrective Action Plan.

In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

Digitally signed by Jaimie McNiel (jaimie.mcniel@harlanind.kyschools.us)

June 8, 2020 11:01:06 AM

Principal Signature

Date



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2019-2020)

Sport	Level	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Archery (coed) - Boys	varsity						
	jv						
	freshman						
Archery (coed) - Girls	varsity						
	jv						
	freshman						
Baseball	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman						
Basketball - Boys	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman	X	X	X	X	X	X
Basketball - Girls	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman	X	X	X	X		
Bowling - Boys	varsity						
	jv						
	freshman						
Bowling - Girls	varsity						
	jv						
	freshman						
Cheerleading	varsity	X	X	X	X	X	X
	jv						
	freshman						
Dance (coed) - Boys	varsity						
	jv						
	freshman						
Dance (coed) - Girls	varsity						
	jv						
	freshman						
Esports - Winter (coed) - Boys	varsity						
	jv						
	freshman						
Esports - Winter (coed) - Girls	varsity						
	jv						
	freshman						
Esports - Spring (coed) - Boys	varsity						
	jv						
	freshman						
Esports - Spring (coed) - Girls	varsity						
	jv						
	freshman						
Football	varsity	X	X	X	X	X	X
	jv				X		
	freshman						
Field Hockey - Girls	varsity						
	jv						
	freshman						
Fishing (coed) - Boys	varsity						
	jv						
	freshman						



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2019-2020)

Sport	Level	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Fishing (coed) - Girls	varsity						
	jv						
	freshman						
Fast Pitch Softball	varsity	X	X	X	X	X	X
	jv	X	X	X	X		
	freshman						
Golf - Boys	varsity	X	X	X			X
	jv						
	freshman						
Golf - Girls	varsity	X	X	X			
	jv						
	freshman						
Lacrosse - Boys	varsity						
	jv						
	freshman						
Lacrosse - Girls	varsity						
	jv						
	freshman						
Marksmanship (coed) - Boys	varsity						
	jv						
	freshman						
Marksmanship (coed) - Girls	varsity						
	jv						
	freshman						
Slow Pitch Softball	varsity						
	jv						
	freshman						
Soccer - Boys	varsity						
	jv						
	freshman						
Soccer - Girls	varsity						
	jv						
	freshman						
Swimming - Boys	varsity						
	jv						
	freshman						
Swimming - Girls	varsity						
	jv						
	freshman						
Tennis - Boys	varsity	X	X	X			
	jv						
	freshman						
Tennis - Girls	varsity	X	X	X			X
	jv						
	freshman						
Track - Boys	varsity	X	X	X	X	X	X
	jv						
	freshman						
Track - Girls	varsity	X	X	X	X	X	X
	jv						
	freshman						



HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

Harlan (2019-2020)

Sport	Level	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Bowling - Unified	varsity						
	jv						
	freshman						
Track - Unified	varsity						
	jv						
	freshman						
Volleyball	varsity	X	X	X	X	X	X
	jv	X	X	X	X	X	X
	freshman	X	X	X	X	X	X
Wrestling	varsity						
	jv						
	freshman						
Cross Country - Boys	varsity	X	X	X	X	X	X
	jv						
	freshman						
Cross Country - Girls	varsity			X	X	X	X
	jv						
	freshman						



ROSTER REVIEW PLAYER LIST USED FOR CALCULATIONS Harlan (2019-2020)

Varsity Baseball

Browning, Evan
Bryson, John Mark
Cochran, Triston
Cornett, Ethan
Gist, Jae dyn
X Hall, Isaiah
Johnson, Aiden
Lewis, Jonathan
Lewis, Noah
Lindsey, Shane
Maples, Cameren
McCarthy, Wil
Mills, Jeremiah
Montanaro, Donovan
Moore, Jared
Roark, Andrew
Vanwinkle, David
Whitehead, Jesse

Varsity Basketball - Boys

Akal, Jordan
Barnes, Trey
Bryson, John Mark
Eldridge, John
Gist, Jae dyn
Gist, Johann
X Lewis, Noah
Maples, Cameren
McLendon, Kaleb
McLendon, Kyler
Morton, Charles
Pennington, Matthew
Ward, Jayden

Varsity Basketball - Girls

X Cole, Madison
Fields, Abbi
Hoskins, Faith
Jones, Abbie
Jones, Peighton
Karst, Ella
King, Natalee
Leslie, Kaylee
Marlowe, Marissa
X Morton, Ella
Nunez, Campbell
Owens, Emma
X Sizemore, Makayla
Thompson, Alli
Wynn, Angel
Wynn, Aymanni

Varsity Cheerleading

Amburgey, Hannah
Amburgey, Rachel
Barger, Haley
Couch, Haylee
Dickenson, Lily
Doss, MaKenna
Eversole, Emma
Garland, Laci
Gilreath, Shelby
X Haley, Barger
Jackson, Makenna
Meachum, Rylee
Pace, Mia
Prince, Alisha
Snelling, MacKenzie
Witt, Abigail
Witt, Allison
Wynn, Abigail

Varsity Football

Brown, DaMichael
Browning, Evan
Bynum, Juan
X Carr, Adam Luke
Clem, Ethan
Cochran, Triston
Dixon, Hunter
Eldridge, Jared
Eldridge, John
X Goins, Timmy
Hall, Isaiah
Howard, Jacob
Howard, Jordon
Howard, Will
Lawson(IV), Britt
X Leslie, Timothy
Lewis, Jonathan
Lindsey, Shane
Maples, Cameren
McCarthy, Wil
Middleton, Christian
Middleton, Dylan
Mills, Jeremiah
X Napier, Braden
Sanford, Robert "RW"
Sargent, Austin
Searse, Connor R
X Shanks, Braydon
X Shepherd, Ethan
Surber, Jacob
Vick, Tayquan
Ward, Jayden
X Whitehead, Jesse

Varsity Fast Pitch Softball

Bennett, Kellie
Combs, Alyson
Cornett, Kailey
Eversole, Emma
Garland, Laci
Hoskins, Faith
Lane, Jaden
Saylor, Haven
Snelling, MacKenzie
Wynn, Angel

Varsity Golf - Boys

Barger, Kenneth
Bryson, John Mark
Burkhart, Adam
Johnson, Aiden
Lee, Kevin
Miller, Story Morgan
Murray, Carson

Varsity Tennis - Girls

Massingale, Kirsten
Shoemaker, Jenna

Varsity Track - Boys

Clem, Ethan
Cornette, Tristan
Dixon, Hunter
Eldridge, Jared
Helton, Jordan
Howard, Will
Johnson, Ethan
Lawson(IV), Britt
Miller, Story Morgan
Morton, Charles

Varsity Track - Girls

Bryson, Lucy
Marlowe, Marissa
Middleton, Harley
Morton, Ella
Owens, Emma
Pace, Mia
Pryor, Tracy
Stewart, Tonia

Varsity Volleyball

Cornett, Kailey
Fisher, Emma
Gibson, Alyssa
X Harriston, Ai-yana
Haynes, Madelyn
Jones, Hannah
King, Natalee
Maples, Bailee Grace
Marlowe, Marissa
X Middleton, Madison
Nunez, Campbell
Nunez, Lauren
Owens, Emma
Sajjani, Krisha
Saylor, Haven
West, Ashton

Varsity Cross Country - Boys

Austin, Jarrett
Bryson, John Mark
Morton, Charles

Varsity Cross Country - Girls

Bryson, Lucy
Morton, Ella
Owens, Emma
Pace, Mia
Smith, Eliza

Junior Varsity Baseball

Browning, Evan
Bryson, John Mark
Cochran, Triston
Cornett, Ethan
Gist, Jae dyn
X Hall, Isaiah
Johnson, Aiden
Lewis, Jonathan
Lewis, Noah
Lindsey, Shane
Maples, Cameren
McCarthy, Wil
Mills, Jeremiah
Montanaro, Donovan
Moore, Jared
Roark, Andrew
Vanwinkle, David
Whitehead, Jesse



ROSTER REVIEW PLAYER LIST USED FOR CALCULATIONS Harlan (2019-2020 continued)

Junior Varsity Basketball - Boys

Barnes, Trey
Bryson, John Mark
Gist, Jae dyn
Gist, Johann
Maples, Cameren
McLendon, Kaleb
McLendon, Kyler
Pennington, Matthew
Sanford, Robert "RW"
Ward, Jayden

Sajnani, Krisha
Smith, Oivia

Junior Varsity Basketball - Girls

Fields, Abbi
Hoskins, Faith
Jackson, Addison
Jones, Abbie
Jones, Peighton
Lisenbee, Ella
Marlowe, Marissa
Nunez, Ava
Nunez, Campbell
Owens, Emma
Wynn, Aymanni

Junior Varsity Volleyball

Blanton, Kendyll
Bryson, Tess
Daniels, Chloe
Gibson, Alyssa
Hall, Taylor
Lawson, Anna
Maples, Bailee Grace
Marlowe, Marissa
McNeil, Mallory
Nunez, Ava
Nunez, Campbell
Owens, Emma
Sajnani, Krisha
Smith, Oivia
West, Ashton

Freshman Volleyball

Blanton, Kendyll
Bryson, Tess
Daniels, Chloe
Gibson, Alyssa
Hall, Taylor
Lawson, Anna
Maples, Bailee Grace
Marlowe, Marissa
McNeil, Mallory
Nunez, Ava
Nunez, Campbell
Owens, Emma



SCHOOL YEAR 2019-2020
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART

KHSAA Form T1
Rev. 5/11

Participation Opportunities: Test One - Proportionality

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	88	50.6%	92	47.4%
Row 2	BOYS	86	49.4%	102	52.6%
Row 3	Totals	174	100%	194	100%

Instructions: *Number of 8th grade students & below used in Column 3 and Column 4 calculations: 37

- 1) Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- 4) Ask coaches to confirm the names of those individuals who are on the team as of the first **date of regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. * In addition, should 8th grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk in the above notation as to how many 8th grade students & below are included in the totals.
Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- 5) Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard, if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us) Date: June 8, 2020 11:01:06 AM



**ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART
PARTICIPATION OPPORTUNITIES: TEST TWO –
PROGRAM EXPANSION**

KHSAA Form T2
Rev. 10/14/19

Harlan (2019-2020)

TEAMS ADDED SINCE THE START OF 2014-2015 SCHOOL YEAR

	V	JV	F
Archery (coed) - Boys			
Baseball			
Basketball - Boys			
Bowling - Boys			
Cross Country - Boys			
Dance (coed) - Boys			
Esports - Spring (coed) - Boys			
Esports - Winter (coed) - Boys			
Fishing (coed) - Boys			
Football			
Golf - Boys	X		
Lacrosse - Boys			
Marksmanship (coed) - Boys			
Soccer - Boys			
Swimming - Boys			
Tennis - Boys			
Track - Boys			
Wrestling			

	V	JV	F
Archery (coed) - Girls			
Basketball - Girls			
Bowling - Girls			
Cross Country - Girls	X		
Dance (coed) - Girls			
Esports - Spring (coed) - Girls			
Esports - Winter (coed) - Girls			
Fast Pitch Softball			
Field Hockey - Girls			
Fishing (coed) - Girls			
Golf - Girls			
Lacrosse - Girls			
Marksmanship (coed) - Girls			
Slow Pitch Softball			
Soccer - Girls			
Swimming - Girls			
Tennis - Girls	X		
Track - Girls			
Volleyball			

Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the Beginning of the 2013-2014 School Year	Current Number of Participants for the 2019-2020 School Year Who are Playing on Teams Added Since the 2013-2014 School Year	Percentage of Total Participation by Sex Added Since the Beginning of the 2014-2015 School Year
GIRLS	VARSITY	6	57	2	7	
GIRLS	JV	2	26	0	0	
GIRLS	FROSH	1	14	0	0	
GIRLS	TOTAL	9	97	2	7	7.2%
BOYS	VARSITY	6	84	1	7	
BOYS	JV	2	28	0	0	
BOYS	FROSH	0	0	0	0	
BOYS	TOTAL	8	112	1	7	6.3%

Digitally signed by Jaimie McNiell (jaimie.mcniell@harlanind.kyschools.us) June 8, 2020 11:01:06 AM



SCHOOL YEAR 2019-2020
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART

KHSAA **Form T3**
Rev 5 / 11

Participation Opportunities Test Three Full Accommodation

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S) AND DESCRIBE YOUR IMPLEMENTATION PLAN IN LINE (5).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable varsity interscholastic team for a sport not currently offered? If yes, what sport?	No		No
2. Based on the responses from your most recent student survey, is there sufficient interest to form a viable junior varsity interscholastic team for a sport not currently offered and for which there is not sufficient interest to form a viable varsity interscholastic team? If yes, what sport?	No		No
3. Based on the responses from your most recent student survey, is there sufficient interest to form a viable freshman interscholastic team for a sport not currently offered and for which there is not sufficient interest to form either a viable varsity or junior varsity interscholastic team? If yes, what sport?	No		No
4. If you answered YES to question (1), (2), or (3), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	No		No

Remember, test three – full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

5. Describe your plans to address interest below:

Principal Signature: Digitally signed by Jaimie McNeil
(jaimie.mcniel@harlanind.kyschools.us) Date: June 8, 2020 11:01:06 AM



2019-2020
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)

KHSAA :FormT4
 Rev.10/19

Levels of Competition Test One

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	6	57	58.8%
Row 2	j.v.:	2	26	26.8%
Row 3	frosh:	1	14	14.4%
Row 4	total:		97	100%
Boys				
Row 5	varsity:	6	84	75.0%
Row 6	j.v.:	2	28	25.0%
Row 7	frosh:	0	0	0.0%
Row 8	total:		112	100%

- 1) Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- 2) For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- 3) For Column 3, calculate the percentage of female and male participants at each level.
 For girls' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1
 - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
 - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
 For boys' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
 - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
 - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature: _____ Date: June 8, 2020 11:01:06 AM
Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us)



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2019-2020
T35 ACTUAL EXPENDITURES – PROGRAM COMPARISON CHART
Harlan

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Archery	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Baseball	\$2,674	\$0	\$544	\$0	\$447	\$0	\$4,690	2	\$6,861	\$0
Basketball - Boys	\$3,568	\$0	\$6,554	\$0	\$333	\$0	\$11,250	3	\$0	\$0
Basketball - Girls	\$9,167	\$0	\$8,177	\$0	\$252	\$0	\$11,250	2	\$120	\$0
Bowling - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Bowling - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Cross Country - Boys	\$87	\$0	\$81	\$0	\$24	\$0	\$940	1	\$0	\$0
Cross Country - Girls	\$87	\$0	\$81	\$0	\$24	\$0	\$940	1	\$0	\$0
Dance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Esports	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Fast Pitch Softball	\$329	\$0	\$404	\$0	\$411	\$0	\$4,690	1	\$2,632	\$0
Field Hockey - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Fishing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Football	\$16,412	\$0	\$567	\$0	\$1,136	\$0	\$14,125	1	\$3,588	\$0
Golf - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Golf - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Lacrosse - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Lacrosse - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Marksmanship	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Slow Pitch Softball	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2019-2020
T35 ACTUAL EXPENDITURES – PROGRAM COMPARISON CHART
Harlan**

Sport	Equipment		Travel & Per Diem		Awards		Salaries		Facilities	
	School	Booster	School	Booster	School	Booster	Salaries	Teams	School	Booster
Soccer - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Soccer - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Swimming - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Swimming - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Tennis - Boys	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Tennis - Girls	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0
Track - Boys	\$10	\$0	\$297	\$0	\$0	\$0	\$1,595	1	\$0	\$0
Track - Girls	\$10	\$0	\$297	\$0	\$0	\$0	\$1,595	1	\$0	\$0
Volleyball	\$3,270	\$0	\$3,042	\$0	\$640	\$0	\$1,850	3	\$0	\$0
Wrestling	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0	\$0	\$0

Note: The Coed sports (Archery, Esports, Fishing and Marksmanship) are not included in Expenditure Totals for Boys and Girls.

Expenditures for Boys	\$75,783	60.6%
Expenditures for Girls	\$49,268	39.4%
Total Expenditures	\$125,051	



SCHOOL YEAR 2019-2020
KHSAA TITLE IX ATHLETICS AUDIT
Checklist - Overall Interscholastic Athletics Program

DIRECTIONS:

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to neither Program. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			
Accommodation of Interest and Abilities			X
BENEFITS			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.

Principal's Signature: Digitally signed by Jaimie McNiel
(jaimie.mcniel@harlanind.kyschools.us) Date: June 8, 2020 11:01:06 AM



**SCHOOL YEAR 2019-2020
TITLE IX IMPROVEMENT PLAN
Harlan**

DIRECTIONS:

1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs improvement in order to achieve gender equity. For Column 2, write the suggested change or activities that will improve the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need improvement. However, the KHSAA strongly encourages schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF IMPROVEMENT
New extracurricular offerings	We will explore expanding our extracurricular activities offerings so as to eliminate any gender gaps.	Start: Aug 3, 2020 Complete: May 31, 2021

Principal's Signature: Digitally signed by Jaimie McNeil (jaimie.mcniel@harlanind.kyschools.us) Date: June 8, 2020 11:01:06 AM



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL INTERSCHOLASTIC ATHLETICS PARTICIPATION LIST

KHSAA Form GE03
Rev. 04/12

A. School	Harlan								
B. School Year	2019-2020								
C. Total Varsity Athletes									93
D. Total Non-Varsity Athletes									0
E. Total below Grade 9 who played varsity									10
F. Total below Grade 9 who played non-varsity									10

KHSAA Player ID	Name of Student	Sex	Current Class	School Year of 1st Promotion from 8th Grade	Grade 9-12 Student Highest Participation Varsity	Grade 9-12 Student Highest Participation non-Varsity	Below Grade 9 Student Highest Participation Varsity	Below Grade 9 Student Highest Participation non-Varsity
287389	Akal , Jordan	M	10	2018	X			
338866	Amburgey , Hannah	F	10	2018	C			
338865	Amburgey , Rachel	F	10	2018	C			
318892	Austin , Jarrett	M	11	2017	X			
366083	Barger , Haley	F	9	2019	C			
373596	Barger , Kenneth	M	7	-			X	
295740	Barnes , Trey	M	11	2017	X			
289627	Bennett , Kellie	F	12	2016	X			
333321	Blanton , Kendyll	F	8	-				X
370328	Brown , DaMichael	M	10	2018	X			
351454	Browning , Evan	M	10	2018	X			
294319	Bryson , John Mark	M	10	2018	X			
294315	Bryson , Lucy	F	12	2016	X			
333323	Bryson , Tess	F	8	-				X
373541	Burkhart , Adam	M	8	-			X	
370329	Bynum , Juan	M	11	2017	X			
294320	Clem , Ethan	M	11	2017	X			
370330	Cochran , Triston	M	10	2018	X			
388316	Combs , Alyson	F	9	2019	X			
295739	Cornett , Ethan	M	11	2017	X			
271834	Cornett , Kailey	F	12	2016	X			
356524	Cornette , Tristan	M	11	2017	X			
366053	Couch , Haylee	F	9	2019	C			
361021	Daniels , Chloe	F	8	-				X
338864	Dickenson , Lily	F	10	2018	C			
335770	Dixon , Hunter	M	10	2018	X			
272074	Doss , MaKenna	F	12	2016	C			
335766	Eldridge , Jared	M	10	2018	X			
277723	Eldridge , John	M	12	2016	X			
338863	Eversole , Emma	F	10	2018	X/C			
378958	Fields , Abbi	F	7	-			X	
271837	Fisher , Emma	F	12	2016	X			
366060	Garland , Laci	F	9	2019	X/C			
361029	Gibson , Alyssa	F	9	2019	X			
338858	Gilreath , Shelby	F	11	2017	C			
338886	Gist , Jae dyn	M	10	2018	X			
346316	Gist , Johann	M	10	2018	X			
294323	Hall , Isaiah	M	11	2017	X			
333320	Hall , Taylor	F	8	-				X
297057	Haynes , Madelyn	F	12	2016	X			
356525	Helton , Jordan	M	11	2017	X			
343119	Hoskins , Faith	F	8	-			X	



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL INTERSCHOLASTIC ATHLETICS
PARTICIPATION LIST (continued)**

KHSAA Form GE03
Rev. 04/12

KHSAA Player ID	Name of Student	Sex	Current Class	School Year of 1st Promotion from 8th Grade	Grade 9-12 Student Highest Participation Varsity	Grade 9-12 Student Highest Participation non-Varsity	Below Grade 9 Student Highest Participation Varsity	Below Grade 9 Student Highest Participation non-Varsity
302984	Howard , Jacob	M	12	2016	X			
302983	Howard , Jordon	M	12	2016	X			
356526	Howard , Will	M	12	2016	X			
378956	Jackson , Addison	F	7	-				X
318894	Jackson , Makenna	F	10	2018	C			
373341	Johnson , Aiden	M	8	-			X	
356527	Johnson , Ethan	M	11	2017	X			
378957	Jones , Abbie	F	7	-			X	
271821	Jones , Hannah	F	12	2016	X			
307850	Jones , Peighton	F	9	2019	X			
343109	Karst , Ella	F	8	-			X	
255585	King , Natalee	F	12	2016	X			
388317	Lane , Jaden	F	9	2019	X			
361032	Lawson , Anna	F	7	-				X
297687	Lawson IV, Britt	M	11	2017	X			
373340	Lee , Kevin	M	8	-			X	
314317	Leslie , Kaylee	F	11	2017	X			
335767	Lewis , Jonathan	M	10	2018	X			
348685	Lewis , Noah	M	10	2018	X			
295743	Lindsey , Shane	M	11	2017	X			
378955	Lisenbee , Ella	F	7	-				X
333318	Maples , Bailee Grace	F	9	2019	X			
354206	Maples , Cameren	M	9	2019	X			
333319	Marlowe , Marissa	F	9	2019	X			
387871	Massingale , Kirsten	F	11	2018	X			
271810	McCarthy , Wil	M	12	2016	X			
294318	McLendon , Kaleb	M	10	2018	X			
377927	McLendon , Kyler	M	9	2019	X			
361024	McNeil , Mallory	F	8	-				X
271822	Meachum , Rylee	F	12	2016	C			
370341	Middleton , Christian	M	9	2019	X			
370342	Middleton , Dylan	M	10	2018	X			
297035	Middleton , Harley	F	9	2019	X			
250552	Miller , Story Morgan	M	11	2017	X			
295742	Mills , Jeremiah	M	11	2017	X			
354207	Montanaro , Donovan	M	9	2019	X			
384960	Moore , Jared	M	8	-			X	
283128	Morton , Charles	M	12	2016	X			
283986	Morton , Ella	F	11	2017	X			
373339	Murray , Carson	M	11	2017	X			
361030	Nunez , Ava	F	7	-				X
314321	Nunez , Campbell	F	9	2019	X			
271826	Nunez , Lauren	F	12	2016	X			
307851	Owens , Emma	F	9	2019	X			
356530	Pace , Mia	F	9	2019	X/C			
377924	Pennington , Matthew	M	9	2019	X			
366067	Prince , Alisha	F	10	2018	C			
356529	Pryor , Tracy	F	12	2016	X			
353439	Roark , Andrew	M	10	2018	X			
361015	Sajnani , Krisha	F	9	2019	X			
370344	Sanford , Robert "RW"	M	9	2019	X			

Digitally signed by Jaimie McNiel (jaimie.mcniel@harlanind.kyschools.us)

June 8, 2020 11:01:06 AM

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KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL INTERSCHOLASTIC ATHLETICS
PARTICIPATION LIST (*continued*)

KHSAA Form GE03
Rev. 04/12

KHSAA Player ID	Name of Student	Sex	Current Class	School Year of 1st Promotion from 8th Grade	Grade 9-12 Student Highest Participation Varsity	Grade 9-12 Student Highest Participation non-Varsity	Below Grade 9 Student Highest Participation Varsity	Below Grade 9 Student Highest Participation non-Varsity
335773	Sargent , Austin	M	11	2017	X			
271820	Saylor , Haven	F	12	2016	X			
297685	Scearse , Connor R	M	11	2017	X			
387870	Shoemaker , Jenna	F	12	2017	X			
376310	Smith , Eliza	F	9	2019	X			
361035	Smith , Oivia	F	7	-				X
296188	Snelling , MacKenzie	F	11	2017	X/C			
356528	Stewart , Tonia	F	12	2016	X			
277724	Surber , Jacob	M	12	2016	X			
206851	Thompson , Alli	F	11	2017	X			
354145	Vanwinkle , David	M	11	2017	X			
370345	Vick , Tayquan	M	9	2019	X			
370346	Ward , Jayden	M	10	2018	X			
361018	West , Ashton	F	12	2016	X			
337219	Whitehead , Jesse	M	12	2016	X			
271851	Witt , Abigail	F	11	2017	C			
271847	Witt , Allison	F	12	2016	C			
366046	Wynn , Abigail	F	9	2019	C			
283957	Wynn , Angel	F	11	2017	X			
343118	Wynn , Aymanni	F	8	-			X	