



**KHSAA TITLE IX ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2022-2023**

*KHSAA Form T65  
Revised 3/30/23*

School:	Harlan
KHSAA Audit Team Member:	Barbara Kok
Date:	June 14, 2023

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  
2022-2023**

KHSAA Audit Form  
Rev. 11/1/22

**TITLE IX INTERNAL AUDIT SUMMARY**

**HARLAN**

Assigned Auditor: Barbara Kok (bkok@khsaa.org)

		Column 1	Column 2	Column 3
		Girls	Boys	Total
Row 1	Total Participants (from T-1)	151	122	273
Row 2	Percentage of Participation	55.31%	44.69%	100%
Row 3	Total Expenditures (from T-3) for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	\$351,116	\$250,009	\$601,125
Row 4	Percentage of Expenditures for Non-Coed Teams (excluding Archery, Bass Fishing and Unified Track/Bowling)	58.41%	41.59%	100%
Row 5	Percentage Difference between Percentage of Expenditures (Row 4) and Percentage of Participation (Row 2)	3.10%	-3.10%	
Row 6	Per Participant Expenditure	\$2,325.27	\$2,049.25	
Row 7	Per Participants Difference in Expenditures	\$276.02		
Row 8	Total Enrollment (from KHSAA enrollment figures)	102	95	197
Row 9	Percentage of Enrollment	51.78%	48.22%	100%
Row 10	Percentage Difference between Percentage of Enrollment (Row 9) and Percentage of Participation (Row 2)	3.53%	-3.53%	
Row 11	Number of Non-Coed Teams (excluding Archery, Bass Fishing, Dance and Unified Track/Bowling)	10	9	19
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	<b>GIRLS</b>	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?	<b>yes</b>	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?	<b>yes</b>	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)	15.1	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	57.7%		
Row 18	Test 1, Subpart 3 Additional Participants Needed to Pass Test 1, Part 3	-40		
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?	<b>yes</b>	Does this school appear likely to meet, Subpart 3 for Compliance?	
Row 20	TEST 1 RESULTS (OVERALL)	<b>-YES-</b>	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)	24.5%		
Row 22	TEST 2 RESULTS	<b>-NO-</b>	Appears likely to meet Test 2 for Title IX Compliance?	

**TEST 3**

Row 23	TEST 3 RESULTS	<b>-YES-</b>	Appears likely to meet Test 3 for Title IX Compliance?	
Row 24	Test 3 Notes from Audit Team member listed above	It appears the school is currently meeting the standard for Test 1 and Test 3 for the accommodation of student interests.		

**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 2022-2023

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.)
Britt Lawson	n/a	n/a	Principal
Jaimie McNeil	n/a	n/a	Athletic Director
Tiffany Hamm	n/a	n/a	Girl's BB Coach
Cathy Thomas	n/a	n/a	Teacher
Andrew Williams	n/a	n/a	MS Athletic Director
Eric Perry	n/a	n/a	Boy's FB Coach
Mallory McNeil	n/a	n/a	Female Student
Jaedyn Gist	n/a	n/a	Male Student
	n/a	n/a	
	n/a	n/a	
	n/a	n/a	
	n/a	n/a	

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

Sep 21, 2022
Jan 4, 2023
Mar 8, 2023

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

Name	Title	Address	Phone
Jaimie McNeil	Athletic Director	n/a	n/a

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

Name	Title	Address	Phone
Charles Morton	Superintendent	n/a	n/a

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 McNeil (jaimie.mcniel@harlanind.kyschools.us)

May 1, 2023 13:26:19 PM

**Principal Signature**

**Date**



# HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

(School Year 2020-2021 is Excluded from Calculations)

## Harlan (2022-2023)

Sport	Level	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Archery (coed) - Boys	varsity							
	jv							
	freshman							
Archery (coed) - Girls	varsity							
	jv							
	freshman							
Baseball	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman							
Basketball - Boys	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman			X				
Basketball - Girls	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X					
Bowling - Boys	varsity							
	jv							
	freshman							
Bowling - Girls	varsity							
	jv							
	freshman							
Cheerleading	varsity	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	X
	jv		X					
	freshman							
Field Hockey - Girls	varsity							
	jv							
	freshman							
Fishing (coed) - Boys	varsity							
	jv							
	freshman							

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# HISTORICAL TEAM MATRIX TEAM LIST USED FOR CALCULATIONS

(School Year 2020-2021 is Excluded from Calculations)

## Harlan (2022-2023)

Sport	Level	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Fishing (coed) - Girls	varsity							
	jv							
	freshman							
Fast Pitch Softball	varsity	X	X	X	X	X	X	X
	jv	X	X				X	X
	freshman							
Golf - Boys	varsity	X			X	X	X	X
	jv							
	freshman							
Golf - Girls	varsity	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
	jv							
	freshman							
Tennis - Girls	varsity	X			X	X		X
	jv							
	freshman							
Track - Boys	varsity	X	X	X	X	X	X	X
	jv							
	freshman							
Track - Girls	varsity	X	X	X	X	X	X	X
	jv							
	freshman							

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**HISTORICAL TEAM MATRIX**  
**TEAM LIST USED FOR CALCULATIONS**  
*(School Year 2020-2021 is Excluded from Calculations)*  
**Harlan (2022-2023)**

Sport	Level	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Bowling - Unified	varsity							
	jv							
	freshman							
Track - Unified	varsity							
	jv							
	freshman							
Volleyball	varsity	X	X	X	X	X	X	X
	jv	X	X	X	X	X	X	X
	freshman	X	X	X	X			X
Wrestling	varsity							
	jv							
	freshman							
Cross Country - Boys	varsity	X	X	X	X	X	X	X
	jv							
	freshman							
Cross Country - Girls	varsity	X	X	X	X	X	X	X
	jv							
	freshman							



# ROSTER REVIEW PLAYER LIST USED FOR CALCULATIONS Harlan (2022-2023)

### Varsity Baseball

Brewer, Jake  
Brown, Kirk  
Doan, Brayden  
Farley, Ethan  
X Forrester, Dayjuan  
Freyer, Eli  
Gist, Jae dyn  
Johnson, Aiden  
X Lee, Kevin  
Luttrell, Luke  
Maples, Cameren  
Montanaro, Donovan  
Montanaro, Nate  
Moore, Jared  
Nunez, Matthew  
Owens, Brody  
X Rodriguez, Malachi  
Rouse, Chris  
Snelling, Gunnar  
Varner, Baylor

### Varsity Basketball - Boys

Austin, Will  
Brewer, Jake  
Clark, Jacob  
Clem, Hunter  
Cole, Trenton  
Cox, Dylan  
Daniels, Connor  
Evans, Eric  
X Freyer, Eli  
Gist, Jae dyn  
Maples, Cameren  
McLendon, Kaleb  
McLendon, Kyler  
Montanaro, Nate  
Pennington, Matthew  
Pruitt, Derek  
Schuler, Ethan

### Varsity Football

Akal, Darius  
Austin, Will  
Bailey, Gage  
Brock, Matthew  
Burnette, Shaun  
Childers, Trenton  
Clem, Hunter  
Doan, Brayden  
Forrester, Andre  
Hammonds, Camryn  
Kirby, Noah  
Madden, Jeremiah  
Maples, Cameren  
Mefford, Ryley  
Middleton, Dylan  
Montanaro, Donovan

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Montanaro, Nate  
Nunez, Matthew  
Rodriguez, Malachi  
Sanford, Robert  
Sharp, Noah  
Sizemore, Eli  
Thompson, Peyton  
Vick, Tayquan  
Ward, Jayden  
Washington, Sedrick  
Witt, Connor

### Varsity Golf - Boys

Johnson, Aiden  
Lee, Caiden  
Lee, Daria  
Lee, Kevin  
Osborne, Carson

### Varsity Tennis - Boys

Burgan, Tristan  
Damaa, Sayed  
Hussain, Murtaza  
Napier, Kelson  
Pruitt, Derek  
Reynolds, Cameran

### Varsity Track - Boys

Akal, Darius  
Austin, Will  
Bargo, Evan  
Childers, Trenton  
X Clem, Hunter  
Collins, Connor  
Cox, Dylan  
Damaa, Sayed  
Evans, Eric  
Gist, Jae dyn  
Howard, Brayden  
Lindsey, Michael  
McLendon, Kaleb  
McLendon, Kyler  
Montanaro, Nate  
Schuler, Ethan  
Sharp, Noah  
Vick, Tayquan  
Ward, Jayden

### Varsity Cross Country - Boys

Bargo, Evan  
Collins, Connor  
Coogle, Seth  
Cox, Dylan

Damaa, Sayed  
Howard, Brayden  
Lindsey, Michael

### Varsity Basketball - Girls

Campbell, Addison  
Clark, Kaylee  
Davis, Leah  
Doan, Shelby  
X Fields, Abbi  
Goodman, Raegan  
Hensley, Gracie  
Hoskins, Annie  
Jackson, Addison  
Jones, Peighton  
Jones, Trinity  
Madden, Carly  
Noe, Kylie  
Owens, Emma  
Wynn, Aymanni  
Wynn, Peyshaunce

### Varsity Fast Pitch Softball

Blanton, Kendyll  
Farley, Ella  
Fields, Abbi  
Harmon, Breslyn  
Hensley, Gracie  
Hoskins, Annie  
Jackson, Addison  
Kirby, Ally  
Lane, Emily  
Lisenbee, Ella  
McNiel, Mallory  
Nolan, Emma  
Nunez, Ava  
Roman, Amy  
Thomas, Carley

### Varsity Tennis - Girls

Ball, Maria  
Blanton, Kamryn  
Brock, Miranda  
Fuson, Hayley L  
Goss, Audrey  
Hall, Taylor  
X Lundy, Reagan  
Pace, Hanna  
Sajnani, Krisha  
Turner, Dimond  
X Wynn, Abigail

### Varsity Track - Girls

Blanton, Kamryn  
Bryson, Tess  
Campbell, Addison  
Carmical, Harper  
Couch, Haylee  
Cox, Halle  
Damaa, Juliana  
Doan, Shelby  
Goodman, Raegan  
Jones, Abbie  
Jones, Peighton  
Lawson, Anna  
Marlowe, Marissa  
Nguyen, Jenna  
Owens, Emma  
Pace, Mia  
Roark, Kaylee  
Schwenke, Chloe  
Shelton, Maggie  
Turner, Dimond  
Young, Asia

### Varsity Volleyball

Blanton, Kamryn  
Blanton, Kendyll  
Bryson, Tess  
Campbell, Addison  
Cox, Halle  
Farley, Ella  
Fisher, Sarakate  
Fouts, Israel  
Hall, Taylor  
Hoskins, Annie  
Johnson, Hope  
Jump, Carley  
Lundy, Reagan  
Marlowe, Marissa  
McNiel, Mallory  
Nunez, Ava  
Nunez, Campbell  
Owens, Emma  
X Pace, Hanna  
Perkins, Laynee  
Roark, Kaylee  
Saylor, Meadow  
Shaw, Emilee  
Shaw, Harlee  
Shepherd, Kenzie  
Snelling, Kirra  
Thomas, Carley

### Varsity Cross Country - Girls

Carmical, Harper  
Cox, Halle  
Damaa, Juliana  
Jones, Abbie  
Pace, Mia



# ROSTER REVIEW

## PLAYER LIST USED FOR CALCULATIONS

### Harlan (2022-2023 continued)

Schwenke, Chloe  
Wynn, Abigail

#### Junior Varsity Baseball

Brewer, Jake  
Brown, Kirk  
Doan, Brayden  
Farley, Ethan  
X Forrester, Dayjuan  
Freyer, Eli  
Johnson, Aiden  
X Lee, Kevin  
Luttrell, Luke  
Maples, Cameren  
Montanaro, Nate  
Moore, Jared  
Nunez, Matthew  
Owens, Brody  
X Rodriguez, Malachi  
Rouse, Chris  
Snelling, Gunnar  
Varner, Baylor

#### Junior Varsity Basketball - Boys

Brewer, Jake  
Clark, Jacob  
Clem, Hunter  
Cole, Trenton  
Cox, Dylan  
Daniels, Connor  
Evans, Eric  
X Freyer, Eli  
Montanaro, Nate  
Pennington, Matthew  
Pruitt, Derek  
Schuler, Ethan

#### Junior Varsity Basketball - Girls

Campbell, Addison  
Clark, Kaylee  
Doan, Shelby  
Fields, Abbi  
Goodman, Raegan  
Hensley, Gracie  
Hoskins, Annie  
Jackson, Addison  
Jones, Trinity  
Wynn, Peyshaunce

#### Junior Varsity Fast Pitch Softball

Blanton, Kendyll  
Farley, Ella  
Fields, Abbi  
Harmon, Breslyn  
Hensley, Gracie  
Hoskins, Annie  
Jackson, Addison  
Kirby, Ally  
Lane, Emily  
Lisenbee, Ella  
McNiel, Mallory  
Nolan, Emma  
Nunez, Ava  
Roman, Amy  
Thomas, Carley

#### Junior Varsity Volleyball

X Amro, Salena  
Blanton, Kamryn  
X Brackett, Shealyn  
Bryson, Tess  
Campbell, Addison  
X Childers, Trenton  
Cox, Halle  
X Davis, Jaci  
X Eversole, Avery  
Farley, Ella  
Fisher, Sarakate  
Fouts, Israel  
Hall, Taylor  
Johnson, Hope  
Jump, Carley  
Lundy, Reagan  
McNiel, Mallory  
Nunez, Ava  
Perkins, Laynee  
Roark, Kaylee  
Saylor, Meadow  
Shaw, Emilee  
Shaw, Harlee  
Shepherd, Kenzie  
Snelling, Kirra

#### Freshman Volleyball

Campbell, Addison  
Cox, Halle  
Fisher, Sarakate  
Fouts, Israel  
Johnson, Hope  
Jump, Carley  
Lundy, Reagan  
Perkins, Laynee  
Saylor, Meadow  
Shaw, Emilee  
Shaw, Harlee  
Shepherd, Kenzie  
Snelling, Kirra





**SCHOOL YEAR 2022-2023**  
**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	102	51.8%	151	55.3%
Row 2	BOYS	95	48.2%	122	44.7%
Row 3	Totals	197	100%	273	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations: 65

- 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 8<sup>th</sup> 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 8<sup>th</sup> 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: May 1, 2023 13:26:19 PM



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

KHSAA Form T2  
Rev. 11/1/22

Harlan (2022-2023)

**TEAMS ADDED IN 2017-18, 2018-19, 2019-20, 2021-22, AND 2022-23**

	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	X		
Track - Boys			
Wrestling			

  

	V	JV	F
Archery (coed) - Girls			
Basketball - Girls			
Bowling - Girls			
Cross Country - Girls			
Dance (coed) - Girls			
Esports - Spring (coed) - Girls			
Esports - Winter (coed) - Girls			
Fast Pitch Softball		X	
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			X

Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added in the 2017-18, 2018-19, 2019-20, 2021-22, and 2022-23 School Years	Current Number of Participants for the 2022-2023 School Year Who are Playing on Teams Added in the 2017-18, 2018-19, 2019-20, 2021-22, and 2022-23 School Years	Percentage of Total Participation by Sex Added in the 2017-18, 2018-19, 2019-20, 2021-22, and 2022-23 School Years
GIRLS	VARSITY	6	93	1	9	
GIRLS	JV	3	45	1	15	
GIRLS	FROSH	1	13	1	13	
GIRLS	TOTAL	10	151	3	37	24.5%
BOYS	VARSITY	7	96	2	11	
BOYS	JV	2	26	0	0	
BOYS	FROSH	0	0	0	0	
BOYS	TOTAL	9	122	2	11	9.0%

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**SCHOOL YEAR 2022-2023**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART**

KHSAA **FormT3**  
Rev5 /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).**

	<b>GIRLS</b> <b>(Yes / No)</b>		<b>BOYS</b> <b>(Yes / No)</b>
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?	Yes <small>soccer, archery, bass fishing, esports</small>		Yes <small>soccer, archery, bass fishing, esports</small>
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).

<p>5. Describe your plans to address interest below:</p> <p>A committee was formed to assess the viability of forming a varsity team in the sports of soccer, archery, bass fishing, and E-sports. They determined that there was adequate interest in the sports of bass fishing and E-sports, and that implementing these varsity sports would not have a detrimental affect on our existing sport offerings. We plan to have a varsity E-sport team in the fall of 2023, and bass fishing in 2024.</p>
---

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(jaimie.mcniel@harlanind.kyschools.us) Date: May 1, 2023 13:26:19 PM



**2021-2022  
ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA :FormT4  
Rev.11/21

**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	93	61.6%
Row 2	j.v.:	3	45	29.8%
Row 3	frosh:	1	13	8.6%
Row 4	total:		151	<b>100%</b>
<b>Boys</b>				
Row 5	varsity:	7	96	78.7%
Row 6	j.v.:	2	26	21.3%
Row 7	frosh:	0	0	0.0%
Row 8	total:		122	<b>100%</b>

- 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.)
- 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.)
- 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: \_\_\_\_\_  
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 (jaimie.mcniel@harlanind.kyschools.us) May 1, 2023 13:26:19 PM



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION**  
**2022-2023**  
**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	\$5,920	\$0	\$5,151	\$0	\$0	\$0	\$4,690	2	\$10,693	\$0
Basketball - Boys	\$4,549	\$0	\$15,086	\$0	\$0	\$0	\$11,250	2	\$146,012	\$0
Basketball - Girls	\$1,020	\$0	\$18,177	\$0	\$0	\$0	\$11,250	2	\$146,012	\$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	\$1,131	\$0	\$432	\$0	\$36	\$0	\$940	1	\$0	\$0
Cross Country - Girls	\$1,131	\$0	\$432	\$0	\$36	\$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	\$7,052	\$0	\$2,796	\$0	\$0	\$0	\$4,690	2	\$135	\$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	\$13,695	\$0	\$1,822	\$0	\$580	\$0	\$14,125	1	\$0	\$6,500
Golf - Boys	\$184	\$0	\$0	\$0	\$0	\$0	\$0	1	\$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  
2022-2023  
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	\$4,298	\$0	\$850	\$0	\$0	\$0	\$2,065	1	\$0	\$0
Track - Girls	\$1,130	\$0	\$850	\$0	\$0	\$0	\$2,065	1	\$0	\$0
Volleyball	\$3,785	\$0	\$1,400	\$0	\$72	\$0	\$2,130	2	\$146,013	\$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	\$250,009	41.6%
Expenditures for Girls	\$351,116	58.4%
<b>Total Expenditures</b>	<b>\$601,125</b>	



SCHOOL YEAR 2022-2023  
**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
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			X
<b>BENEFITS</b>			
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: May 1, 2023 13:26:19 PM



**SCHOOL YEAR 2022-2023  
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
Explore options to increase programs that encourage participation	Create a student committee to discuss and explore programs that are of interest of the student body.	Start: Oct 1, 2024 Complete: Dec 31, 2024

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# KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL INTERSCHOLASTIC ATHLETICS PARTICIPATION LIST

KHSAA Form GE03  
Rev. 04/12

A. School	<u>Harlan</u>	
B. School Year	<u>2022-2023</u>	
C. Total Varsity Athletes		100
D. Total Non-Varsity Athletes		0
E. Total below Grade 9 who played varsity		26
F. Total below Grade 9 who played non-varsity		0

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
395891	Akal, Darius	M	10	2020	X			
413833	Austin, Will	M	12	2017	X			
455448	Bailey, Gage	M	9	2022	X			
440678	Ball, Maria	F	11	2019	X			
440664	Bargo, Evan	M	11	2020	X			
398871	Blanton, Kamryn	F	10	2021	X			
333321	Blanton, Kendyll	F	11	2020	X			
444982	Brewer, Jake	M	9	2022	X			
425639	Brock, Matthew	M	10	2021	X			
413902	Brock, Miranda	F	10	2021	X			
442495	Brown, Kirk	M	10	2021	X			
333323	Bryson, Tess	F	11	2020	X			
403373	Burgan, Tristan	M	12	2019	X			
455449	Burnette, Shaun	M	10	2021	X			
455437	Campbell, Addison	F	7	-			X	
462028	Carmical, Harper	F	7	-			X	
395892	Childers, Trenton	M	11	2020	X			
467281	Clark, Jacob	M	9	2022	X			
402658	Clark, Kaylee	F	11	2020	X			
403370	Clem, Hunter	M	10	2020	X			
467282	Cole, Trenton	M	8	-			X	
462032	Collins, Connor	M	9	2022	X			
462033	Coogle, Seth	M	10	2021	X			
366053	Couch, Haylee	F	12	2019	X			
405556	Cox, Dylan	M	9	2022	X			
459440	Cox, Halle	F	7	-			X	
462030	Damaa, Juliana	F	7	-			X	
462031	Damaa, Sayed	M	9	2022	X			
440666	Daniels, Connor	M	9	2022	X			
430482	Davis, Leah	F	10	2021	X			
455450	Doan, Brayden	M	9	2022	X			
402662	Doan, Shelby	F	9	2022	X			
471106	Evans, Eric	M	8	-			X	
398875	Farley, Ella	F	10	2021	X			
413835	Farley, Ethan	M	11	2020	X			
378958	Fields, Abbi	F	10	2021	X			
430484	Fisher, Sarakate	F	8	-			X	
425641	Forrester, Andre	M	10	2021	X			
457526	Fouts, Israel	F	9	2022	X			
471054	Freyer, Eli	M	8	-			X	
411760	Fuson, Hayley L	F	12	2020	X			
338886	Gist, Jae dyn	M	12	2018	X			

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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
402661	Goodman, Raegan	F	9	2022	X			
413905	Goss, Audrey	F	10	2021	X			
333320	Hall, Taylor	F	11	2020	X			
455451	Hammonds, Camryn	M	10	2021	X			
477347	Harmon, Breslyn	F	8	-			X	
430487	Hensley, Gracie	F	8	-			X	
398877	Hoskins, Annie	F	10	2020	X			
440668	Howard, Brayden	M	9	2022	X			
474867	Hussain, Murtaza	M	8	-			X	
378956	Jackson, Addison	F	10	2021	X			
373341	Johnson, Aiden	M	11	2020	X			
455436	Johnson, Hope	F	7	-			X	
378957	Jones, Abbie	F	10	2021	X			
307850	Jones, Peighton	F	12	2019	X			
436264	Jones, Trinity	F	9	2022	X			
398879	Jump, Carley	F	9	2022	X			
414137	Kirby, Ally	F	10	2021	X			
395896	Kirby, Noah	M	11	2020	X			
476111	Lane, Emily	F	8	-			X	
361032	Lawson, Anna	F	10	2021	X			
477152	Lee, Caiden	M	7	-			X	
477153	Lee, Daria	M	7	-			X	
373340	Lee, Kevin	M	11	2020	X			
462029	Lindsey, Michael	M	7	-			X	
378955	Lisenbee, Ella	F	10	2021	X			
455444	Lundy, Reagan	F	9	2022	X			
471055	Luttrell, Luke	M	8	-			X	
402654	Madden, Carly	F	11	2020	X			
428162	Madden, Jeremiah	M	10	2021	X			
354206	Maples, Cameren	M	12	2019	X			
333319	Marlowe, Marissa	F	12	2019	X			
294318	McLendon, Kaleb	M	12	2018	X			
377927	McLendon, Kyler	M	11	2019	X			
361024	McNiel, Mallory	F	11	2020	X			
455453	Mefford, Ryley	M	12	2019	X			
370342	Middleton, Dylan	M	12	2018	X			
354207	Montanaro, Donovan	M	11	2019	X			
405557	Montanaro, Nate	M	10	2021	X			
384960	Moore, Jared	M	10	2020	X			
403372	Napier, Kelson	M	12	2019	X			
442493	Nguyen, Jenna	F	8	-			X	
406462	Noe, Kylie	F	10	2021	X			
430486	Nolan, Emma	F	9	2022	X			
361030	Nunez, Ava	F	10	2021	X			
314321	Nunez, Campbell	F	12	2019	X			
425644	Nunez, Matthew	M	10	2021	X			
477154	Osborne, Carson	M	7	-			X	
444985	Owens, Brody	M	9	2022	X			
307851	Owens, Emma	F	11	2019	X			
407252	Pace, Hanna	F	12	2019	X			
356530	Pace, Mia	F	12	2019	X			

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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
377924	Pennington, Matthew	M	11	2019	X			
430485	Perkins, Laynee	F	8	-			X	
403371	Pruitt, Derek	M	12	2019	X			
474866	Reynolds, Cameran	M	11	2020	X			
401647	Roark, Kaylee	F	10	2021	X			
395903	Rodriguez, Malachi	M	11	2020	X			
445344	Roman, Amy	F	9	2022	X			
444984	Rouse, Chris	M	9	2022	X			
361015	Sajrani, Krisha	F	12	2019	X			
425645	Sanford, Robert	M	12	2019	X			
460124	Saylor, Meadow	F	7	-			X	
468273	Schuler, Ethan	M	9	2022	X			
430704	Schwenke, Chloe	F	11	2020	X			
455456	Sharp, Noah	M	10	2021	X			
422529	Shaw, Emilee	F	8	-			X	
422528	Shaw, Harlee	F	8	-			X	
413903	Shelton, Maggie	F	10	2021	X			
455447	Shepherd, Kenzie	F	7	-			X	
395904	Sizemore, Eli	M	12	2019	X			
407622	Snelling, Gunnar	M	11	2020	X			
455443	Snelling, Kirra	F	7	-			X	
398873	Thomas, Carley	F	10	2021	X			
425646	Thompson, Peyton	M	10	2021	X			
428810	Turner, Dimond	F	12	2019	X			
444983	Varner, Baylor	M	9	2022	X			
370345	Vick, Tayquan	M	11	2019	X			
370346	Ward, Jayden	M	12	2018	X			
455458	Washington, Sedrick	M	9	2022	X			
425647	Witt, Connor	M	10	2021	X			
366046	Wynn, Abigail	F	12	2019	X			
343118	Wynn, Aymanni	F	10	2020	X			
466237	Wynn, Peyshaunce	F	7	-			X	
422533	Young, Asia	F	10	2021	X			