

OTHER ACTIONS NECESSITATED BY THIS VISIT

Action	Due Date
(Travel and Per Diem Allowances) The school is to submit to KHSAA an expansion of the current regulations for travel and per diem that address the equitable provision of <u>meals and lodging</u> for student athletes. This expanded document should also become a part of the permanent Title IX file.	On or before <u>January 24, 2019</u>
(Publicity) The school is to submit to KHSAA a description of the steps being taken to address the inequities in the recognition banners displayed in the gym. This written description should give a tentative completion date for this project.	On or before <u>January 24, 2019</u>
(Publicity) The school is to submit to KHSAA an explanation of the method for selection of individual jerseys/numbers to be displayed as a form of recognition of athletic accomplishments.	On or before <u>January 24, 2019</u>

PERSONNEL IN ATTENDANCE AT FIELD VISIT MEETING

Name	Title
Gary W. Lawson	KHSAA
Maggie Young	Student Athlete
Travis Gay	Golf Coach
Will Rich	Softball Coach
Brent Campbell	Athletic Director
Susan Peck	Teacher/Parent
Tina Corbin	Bookkeeper
Andrew Reliford	Teacher

OTHER GENERAL OBSERVATIONS

Although not part of the current Title IX evaluation, as per request, the school as asked to provide a copy of its Athletic Facility Emergency Medical Plan (160.445). At the time of this visit, the plan presented was very comprehensive and venue-specific as requested by the statute.

School officials were requested to specify the locations of all Automated External Defibrillators used by athletic programs. The athletic director identified a permanent AED on the inside wall of the gym and another one in the Holloway Aquatic Center. There was a portable unit in the football field house used by football, softball, and tennis. There was a second portable unit in the middle school fieldhouse that is used by baseball and boys and girls track.

No one from the community attended the Public Comments session. School officials were commended for the improvements that have been made in the provision of equitable opportunities and benefits for student athletes. The athletic director was recognized for his thorough preparation for the school visit.

The meeting was adjourned at 4:20 pm EDT.

on - brief - 1-25-19

#1

Food/Lodging Guidelines:

Food/Per Diem

The Gender Equity Committee determined in order to insure equity in spending when traveling that all sports have a limit on spending per athlete per day. This limitation will apply to all sports both male and female and will be distributed at the coach's discretion. Spending per athlete per day is set at \$30. This spending will apply to both school expenditures and booster expenditures. Also, to ensure equity among athletes, this allotment for meals will be spent for team meals at the chosen restaurant. Example: Breakfast-\$5.00 per athlete, Lunch-\$10.00 per athlete, and Dinner-\$15.00 per athlete with each meal eaten together as a team. There will be no individual allotments distributed for meals.

Lodging

Hotel accommodation costs were set at a maximum of \$125 per room. This limitation will apply to both male and female sports and to school and booster expenditures. To help ensure equality and equity, all team members must all stay at the same hotel for the entire stay. The hotel of choice must be a well-known chain hotel or approved by the GEC or administration. It is recommended the hotel have doors that open to the interior corridor, have free breakfast offered, and ability to sleep four people per room.

ok - Hwy - 1-23-19

#2

Steps taken to address inequities on banners:

The Gender Equity Committee met to review the current banner policy. The current policy is sufficient but there are two banners that do not follow policy criteria. These banners were purchased by boosters who at the time did not follow the guidelines of banner display. The GEC agrees to look at replacing the current banners with a more uniform system of banners that directly follow the banner policy. This would include like/comparable banners for all sports both male and female.

Beginning in the spring of 2019, planning for the future replacements will begin. This switch will take some planning and researching. Banners will be replaced for boys and girls to recognize district, region, and state accomplishments. We will seek bids for the new banners starting this spring. Funding and space/location determinations will follow. Research for district, regional, and state titles and the corresponding years will be have to be determined. The choice of banner design will be uniform for males and females in comparable sports.

Projected completion date would be at the beginning of the 2020-21 school year.

ok - Aug - 1 - 2 59

#3

Individual Recognitions such as jerseys or banners:

The Gender Equity Committee met to review the current policy for individual recognitions.

An individual who achieves special recognition for special achievements may be displayed on a plaque in the respective sport facility. Example: 1,000 point club (Male/Female) or All Time scorer (Male/Female)

An individual (Male/Female) who receives recognition for All-State or All-American accomplishments may be honored with a banner or sample jersey (with the name) to be displayed in the athletic facility. This recognition and/or any other special recognition must first be approved through the Adair County High School Gender Equity Committee.

Note: The jerseys that are currently displayed will be allowed to remain out of respect for the player and families. These jerseys were selected by a Hall of Fame Committee that is no longer in existence. Each jersey that is currently displayed was a member of the State Runner-Up team.