



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Bethlehem High School**
Reviewed By: **Gary W. Lawson**
Date of Visit: **February 25, 2003**
Telephone Number of Reviewer: **(502) 875-3817**

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:

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:
According to responses on the Form T-3 and support from the student survey, the school appears to meet the standard established in this test.

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

Yes No

Comment:
Although the return rate on the school's most recent survey was only 60%, the survey results appear accurate.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to the school's most recent submittal to the KHSAA, it appears to meet the standard established in Test #3 for opportunities. The student surveys support the school's responses on Form T-3. In years 1999-2000 and 2000-2001, the school met the standards in at least one of the three tests for opportunities. School personnel were told that they need to get a higher return rate on future student surveys and were alerted to the fact that all forms in the Title IX audit file should have the team name at the top and be signed and dated at the bottom. It was suggested that the school's Gender Equity Review Committee include students and some members of the coaching staff. School personnel were told that the committee should meet at least one time in the fall, one time in the winter, and one time in the spring. The proper development and follow-up of corrective action plans was discussed with school personnel.</p>
Equipment and Supplies	X		<p>The uniforms and equipment supplied to Bethlehem athletes appear to be of good quality and equitable. The school now attempts to replace uniforms on a four year rotation. It was suggested that this plan be put in writing and approved by the Gender Equity Review Committee. Forms T-8, T-9, and T-10 in the school file are filled out incorrectly. It was explained to school personnel that these forms should be completed as an inventory. <u>These forms are to be corrected in the school file no later than May, 15, 2003.</u></p>
Scheduling of Games and Practice Time	X		<p>The scheduling of games and sharing of facilities appear to be equitable. "Prime time" scheduling was discussed. A review of the current girls' basketball schedule shows 44% of total games and 46% of home games are played in "prime time". School personnel were</p>

			encouraged to continue this progress.
Travel and Per Diem Allowances	X		
Coaching	X		The school review showed that 36% of the girls' coaches work on-campus while 86% of boys' coaches work on-campus. School personnel, as well as the Gender Equity Review Committee, were encouraged to work to improve this situation.
Locker Rooms, Practice and Competitive Facilities	X		It is suggested that the Gender Equity Review Committee address the issue of having an assigned locker space for every athlete at Bethlehem High School.
Medical and Training Facilities and Services	X		School personnel are requested to attempt to make the school's weight room more user-friendly for female athletes. It is also suggested that the school have a posted weight training schedule in the weight room. It is requested that the Gender Equity Review Committee look into who is provided physical exams and whether this is done on an equitable basis.
Publicity	X		Cheerleading was discussed. The school currently has one squad which cheers at home games for both boys' and girls' basketball.
Support Services	X		It is requested that the school's Gender Equity Review Committee monitor the amount of athletic spending in relation to the participation ratio for boys and girls.
Athletic Scholarships**	X		School personnel need to correct the T-37 form in the Title IX file.
Tutoring**	X		
Housing and Dining Facilities and Services **	X		
Recruitment of Student Athletes**	X		

5. **Brief Summary/Analysis of the Corrective Action Plan (T-60)**

The school's most recent Corrective Action Plan calls for the purchase of new boys' and girls' basketball uniforms, an increase in the number of "prime time" games for girls, and the replacement of lockers in the boys' and girls' dressing rooms.

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

The school visit showed that Bethlehem school personnel are making a sincere effort to provide high quality athletic programs in an equitable manner. There are some areas in need of improvement, but no major deficiencies at this time.

7. **Facility Recommendations or Concerns**

The major facility recommendation would be for the school to seek better storage space for all sports and increased office space for coaches.

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, 2003**, 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 game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2003**, 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.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Steve Hart, 1401 Templin Ave., Bardstown, KY 40004
(502) 348-9139

District Level Title IX Coordinator: Steve Hart, 1401 Templin Ave., Bardstown, KY 40004
(502) 348-9139

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Martha Mullins	KHSAA	(859) 269-3394
Steve Hart	Athletic Director	(502) 348-0671
Pete Kamer	Parent	(502) 348-6612
Brenda Bowling	Parent	(502) 348-2436
Patty Nevitt	Teacher	(502) 348-6325
Tim Weaver	Principal	(502) 348-5184

10. Comments

No one from the community attended the public comments session. The meeting was adjourned at 6:15 p.m.