



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2000-2001 school year)

School: **Bowling Green High School**

Reviewed By: **Julian Tackett / Larry Boucher**

Date Of Visit: **January 24, 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:

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:
The addition of volleyball for the 2000-2001 school year appears to address the survey results indicating a desire on the part of the female students to offer volleyball at the interscholastic level. The school offers a team in each female sports the KHSAA sponsors a championship in.

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

Yes No

Comment:
As of this time, the school has not provided the KHSAA with a copy of the survey instrument used during the 1999-2000 school year nor has a result of the compiled result been provided.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Addition of volleyball is in accordance with the survey results
Equipment and Supplies	X		An analysis should be made as to the pre-game warm-up equipment to ensure that the equipment is comparable for all competitors. An analysis should be made and policies developed to ensure that coaches are provided with the same support and technical equipment to support the team such as TVs, VCRs, computing and other equipment.
Scheduling of Games and Practice Time	X		The school should continue to make an effort to schedule sports similar numbers of contests for each gender in similar sports at all levels. Efforts should continually be made to address the issue of prime-time scheduling (Friday/Saturday nights)
Travel and Per Diem Allowances	X		Appear to be consistent for all teams. Written policies should be addressed to ensure equal treatment of teams needing special non-school transportation.
Coaching	X		Continual review should be in place regarding salary schedules and hiring of coaches to ensure that efforts are made to find experienced coaches. Every coaching vacancy should be advertised and/or promoted and a search conducted with the same vigor as a vacancy for basketball and football jobs, in order to increase the overall experience level of coaches on the female side. Assistant Coach salary schedules should be continually reviewed and adjustments made to ensure consistency between coaches of male and female sports.

Locker Rooms, Practice and Competitive Facilities		X	<p>There is a pressing problem inherent with the "Baseball Field House". Items such as a lounge area, TV/VCR, dual hitting cages, private custom lockers, etc. make this area disproportionately favor the male athletes. It is not enough that the Fast Pitch Softball Team can "use the cages when needed", as the locker areas and surrounding equipment provide a constant disproportionate benefit to the baseball players compared to the softball players. Many rooms and storage areas are labeled with outdated signs. Coincidentally, many of these outdated signs relate to female storage areas and rooms. Though this does not necessarily indicate a problem, it leads to a perception of disproportionate treatment and should be addressed. Access to the school weight room is a potential problem. Though available to the general student body, there is not a posted time for female athletes to train outside the presence of male athletes, and past usage indicates a dominant usage by male athletes. In addition, the football weight room offers the privacy and a devoted area necessary for such training, but does not appear to be equipped with weight equipment consistent with the needs of females, and certainly that area does not allow for co-training by males and females. Though the age of the football field house may insulate the school from disproportionate treatment accusations as it pre-dates many equity regulations, alternatives to ensure the same benefit for females should be considered and adopted. Written policies should be developed to determine what sports have priority in the event that more than one sport needs the use of such areas as stadium surfaces, outdoor practice areas and the main and auxiliary gyms.</p>
Medical and Training Facilities and Services	X		<p>There appears to be consistent treatment for all male and female athletes.</p>

Publicity	X		Policies should be developed by the Athletic Department to ensure equal treatment regarding program production, schedule card production, and media guide production to ensure that other entities such as booster organizations do not affect compliance. Immediate steps should be taken to implement a policy specifying the criteria and qualifications for the placement of banners/pictures in the gymnasium and commons area to ensure that all participants have an equal opportunity for this prime-time exposure. The administration should continue its efforts, in an expedited manner, to clarify the issue of trophy and memorabilia display. This cannot be left to the haphazard thoughts of any coach or participant, but should be a systematic approach, that will ensure the equal treatment of all participants.
Support Services	X		Appear to be consistent treatment for all male and female participants. The school should be aware of the pitfalls and problems than can exist with separate and independent booster organizations for each sport. At minimum, the school should enter into contractual relationships with these groups to ensure compliance with school, state and federal law. The school should require through policies approved at the school, site based, and board of education level, that the booster organizations regularly submit complete and audited financial reports to the school so as to include these amounts received and spent by these organizations in any required reporting. Upon analysis, the school is fortunate to have a fine athletic staff, in particular its Athletic Director. Steps should be taken to discuss with the School System Administration and other groups, the concept of allowing this person more time to perform these administrative functions. With the size and complexity of the program offered at this school, it is difficult if not impossible, for any person to perform the necessary tasks within the current time constraints.
Athletic Scholarships**	X		This area does not appear applicable in this situation, however the reports appear to indicate a scholarship imbalance. It is conceivable that the reports included scholarships received by graduating players rather than those provided by school/booster funds.
Tutoring**	X		It doesn't appear to be applicable to this school, nor are there any indications of disparate treatment.
Housing and Dining Facilities and Services **	X		There appears to be consistent treatment for all male and female athletes.

Recruitment of Student Athletes**	X		This does not appear applicable to this school nor are there any indications of disparate treatment.
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5. Brief Summary/Analysis of The Corrective Action Plan (T-60)

The school through its Title IX Committee has made a concerted effort to address deficiencies in the program. Many of the items noted in Item 4 above can be addressed in an expedited manner and resolved. Review of the plan should include, however, the immediate addition of addressing the issues related to the baseball field house. In addition, the five-year timetable for addressing the softball dressing facility issue is not considered timely and should be accelerated.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- The school is in need of a written athletic policies manual. The current coaches and athletic staff have amicably and satisfactorily resolved many of these issues, encountered upon examination of the facilities and operations. However, documentation of these policies will ensure equal and consistent treatment in the future.
- School representatives must aggressively and immediately address the issue of oversight of the booster organizations as mentioned in Item 4. While many athletic programs could not be operated without the involvement of booster organizations, overzealous and unreported actions could place the school contrary to federal, state or local law if not monitored.
- Steps should be taken to discuss with the Principal, School Based Council, and other groups, the concept of allowing the athletics director more time to perform these administrative functions. With the size and scope of the program offered at this school, it is difficult if not impossible, for any person to perform the necessary tasks within the current time constraints

7. Facility Recommendations or Concerns

There is an immediate and pressing problem inherent with the "Baseball Field House". Items such as a lounge area, TV/VCR, dual hitting cages, private custom lockers, etc. make this area disproportionately favor the male athletes. It is not enough that the Fast Pitch Softball Team can "use the cages when needed", as the locker areas and surrounding equipment provide a constant disproportionate benefit to the baseball players compared to the softball players. Review of the Corrective Action plan should include the immediate addition of addressing the issues related to the baseball field house. In addition, the five-year timetable for addressing the softball dressing facility issue is not satisfactory and should be accelerated.

Written policies should be developed to determine what sports have priority in the event that more than one sport needs the use of such areas as stadium surfaces, outdoor practice areas and the main and auxiliary gyms.

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, 2001**, 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, 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 2000/2001 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.

(Student Participation Survey) On or before **March 15, 2001**, the school is requested to provide to the KHSAA a copy of the survey instrument utilized for the 1999-2000 Student Survey and a copy of the detailed, compiled results.

(Use of Baseball Field House) On or before **March 15, 2001**, the school is to provide to KHSAA, its procedure for handling, during the 2001 playing season, the concerns relative to fast pitch softball access to the "Baseball Field House" as listed on the facility study. Such response should include alternative accessible facility, schedule for shared use of the existing facility, or other accommodation proposed to address this deficiency. Such alternative should include the ability of both genders to have dedicated time in the facility in the event of inclement weather as well as the secure storage of personal belongings.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Monroe Joyner, Athletic Director

District Level Title IX Coordinator: Joe Tinius, Asst. Superintendent

Name	Title	Telephone
Boucher, Larry	Asst. Commissioner, KHSAA	859-299-5472
Tackett, Julian	Asst. Commissioner, KHSAA	859-299-5472
Brandenburg, Nancy	Elementary Teacher	270-746-2280
Carter, Dr. Fred	Principal, BGHS	270-746-2300
Graham, Frances	HS Teacher	270-842-9604
Joyner, Monroe	HS Athletic Director	270-746-2300
Layne, Jana	HS Teacher	270-782-1386
Light, Joseph	Principal, BGJHS	270-746-2290
Marks, Ken	AD, BGJHS	270-843-1328
Rowan, J.C.	HS Guidance Counselor	270-746-2307
Settle, Dr. John	Superintendent	270-746-2200
Tinius, Joe	Asst. Superintendent	270-746-2200
Wallace, Kevin	HS Football Coach	270-746-2300
Williams, Deborah	Board Chairman	270-842-8404

- 10. Comments:**
No additional.

Kentucky High School Athletic Association

MEMORANDUM

To: Principal, Superintendent, Athletic Director

From: Louis Stout, Commissioner
Brigid L. DeVries, Executive Assistant Commissioner



Date: February 28, 2001

Subject: KHSAA Title IX Final Audit Report
2000-2001 School Year

Enclosed please find a copy of your school's Title IX KHSAA Audit Report for the 2000-2001 school year. Please pay particular attention, as you review the report, to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program. In addition, fines and/or penalties may also be imposed.

At this time you are probably aware of the required Title IX Forms to be submitted by April 15, 2001. They include the following: GE19, T1, T2, T3, T4, T41, T60, T63. Most importantly the 2001 Corrective Action Plan (T-60) needs to be updated on an annual basis.

Should you have specific questions regarding the content of your 2000-2001 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.