



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **East Ridge High School**

Reviewed By: **Gordon Bocock**

Date of Visit: **November 24, 2003**

Telephone Number of Reviewer: **(606) 678-8916**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through 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)

X	A	Substantial Proportionality
X	B	History and Continuing Practice Of Programs Expansion
	C	Full and Effective Accommodation of Interest and Abilities

A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance? Yes No

Were the calculations performed correctly? Yes No

Comments:

East Ridge High School is a new high school in eastern Kentucky. The high school came about with the consolidation of Elkhorn City, Feds Creek and Millard High Schools. This new school opened its doors in August of the 2002-2003 school year. It was obvious that some Title IX planning went into the development plans for East Ridge High School. In the 2002-2003 school year, East Ridge High School appeared to pass Test 1 as the Percentage of Total Enrollment (49.3%) for girls and the Percentage of Total Participation (46.4%) for girls was within the 3% range necessary for compliance.

B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?

Yes No

Were the calculations performed correctly? Yes No

Comments:

For the 2002-2003 school year, East Ridge High School had a Percent of Total Participation for females at 100%. Since this was a new school with a one year history, all the sports were added in the last five years, so it does appear that East Ridge High School is in compliance for Opportunities Test 2 at the present time.

C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?

Yes No

Were the calculations performed correctly? Yes No

Comments:

For the 2002-2003 school year, East Ridge High School indicated that they were offering all the programs in which students were interested. The Student Interest Survey left serious doubt as to whether the school actually passes Test 3. The survey only had a return of 61 percent and eight graders were not surveyed. Even with such a low return on the surveys, 65 girls indicated an interest in soccer and 20 girls indicated an interest in tennis. Since the KHSAA Audit Team found no documentation in the school's permanent Title IX file to indicate a reason for not starting soccer and/or tennis, it appears that East Ridge High School is not in compliance with Opportunities Test 3.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes No

Comments:

East Ridge High School did survey the student body during their first year. The Gender Equity Review Committee needs to begin corrective action to improve on the 61% return rate for the Student Interest Surveys. It is **recommended** that the next survey be given to grades 8 thru 11 and that a return rate of 75-80% be accomplished. The Gender Equity Committee needs to pay special attention to the next Student Interest Survey and, if necessary, they should begin immediate plans to determine if any significant student interest is real and genuine.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		East Ridge High School meets Title IX standards with regard to Accommodation of Interests and Abilities. However, in 2002-2003, the Student Interest Survey indicated that 65 East Ridge High School girls were interested in soccer. Since the 8 th grade was not surveyed, and since the school's permanent Title IX file did not contain documentation to show that this interest was real and genuine, the East Ridge Gender Equity Committee should begin immediate corrective action to see if this interest in other sports is genuine. A copy of school personnel's action in this regard is to be placed in the school's permanent Title IX file.
Equipment and Supplies	X		At the present time, no deficiencies were found with equipment and supplies. All of the uniforms for both boys and girls were of excellent quality. To assure that East Ridge continues to provide the high quality of uniforms that are currently being offered, it is recommended that the Gender Equity Review Committee adopt a Uniform Replacement Policy that would include all the boys' and girls' athletic teams. This policy should be placed in the school's permanent Title IX file.
Scheduling of Games and Practice Time	X		During the 2002-2003 school year, the girls' basketball team played 12 home games with only 3 during "prime time" for 25%, while the boys "prime time" home schedule was at 44.4%. The 2003-2004 girls' basketball schedule appears to have corrected this area of non-compliance, with the girls' "prime time" home schedule at 60% and the boys at 45.5%. It is recommended that the Gender Equity Committee annually review the boys' and girls' basketball schedules before they are released to make sure that they are in compliance with "prime time" scheduling requirements.

Travel and Per Diem Allowances	X	It is recommended that the East Ridge High School Gender Equity Committee look into establishing a Travel Policy that would include all the aspects of travel and that this policy be placed in the school's permanent Title IX file.
Coaching	X	It appears at the present time that East Ridge High School is in compliance in regard to coaching salaries. It is recommended that the Gender Equity Committee place a copy of the coaching salaries and/or extended employment for the members of the athletic staff in the school's permanent Title IX file.
Locker Rooms, Practice and Competitive Facilities	X	At the present time, the locker room situation is in compliance with six new dressing rooms, but it is borderline. Football uses two of these locker rooms (one for varsity and one for freshmen). Boys' basketball uses one dressing room. Girls' basketball and girls' volleyball share one dressing room. The other two dressing rooms are used for physical education classes and visiting teams. The KHSAA Audit Team recommended that locker rooms be assigned to all the athletic teams and that the Gender Equity Committee study the locker room situation at East Ridge High School to make sure that it is equal and to determine if corrective action is necessary. A possible solution to avoid non-compliance would be to convert the freshman football locker room into a girls' locker room. The KHSAA Audit Team will monitor this area as an area of concern. Please list in your 2003-2004 Yearly Report any changes made in the current situation with locker rooms.
Medical and Training Facilities and Services	X	It is noted that the Athletic Director at East Ridge is an EMT. In regard to the East Ridge High School weight room, the first impression is that it is a male football facility. After looking a little closer, smaller weights were found, but it would be a small number of weights and/or bars that the female athletes could use. Some signage was directed to girls,

Medical and Training Facilities and Services (cont.)			<p>but the majority was male dominated. It is recommended that the Gender Equity Committee look at making the weight room more female friendly. A schedule of times for boys and/or girls that are to use the weight equipment needs to be developed, and this schedule should be posted for all to see.</p>
Publicity	<p style="text-align: center;">X</p>		<p>It is recommended that the Gender Equity Committee establish a policy that would ensure equal treatment regarding program production, schedule card production and media guide production to ensure that all sports are on an equal basis. It is recommended that a policy specifying the criteria and qualifications for the placement of banners and/or pictures in the gymnasium and other commons areas of the school to ensure that all participants and teams have an equal opportunity for this publicity and exposure. These policies should be placed in the school's permanent Title IX file.</p>
Support Services	<p style="text-align: center;">X</p>		<p>At the present time, it appears that the cheerleaders are in compliance. A Dance Team is also present as well as a Pep Band and both seem to be in compliance at this time. The Gender Equity Committee is reminded that on or before April 15, 2004 school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for any and all cheer squads as well as the schedule of the athletic events of which they will be a part. The school does use Booster Clubs from time to time to assist with financial fund raising situations for the Athletic Department.</p>

Athletic Scholarships	N/A		This area does not appear applicable in this situation.
Tutoring	N/A		All students at East Ridge High School have the opportunity for tutoring provided by the school.
Housing and Dining Facilities and Services	N/A		It does not appear to be applicable to this school and there is no indication of any disparate treatment.
Recruitment of Student Athletes	N/A		It does not appear to be applicable to this school and there is not indication of any disparate treatment.

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

East Ridge High School is a brand new school in eastern Kentucky that is doing a lot of things right with Title IX. The school's permanent Title IX file consists solely of the 2002-2003 yearly report and it did not indicate any corrective action needed. The Gender Equity Committee needs to start putting together a listing of the advancements the school has made with Title IX since its beginning. The KHSAA Audit Team discussed several items that need the attention of the Gender Equity Committee at East Ridge High School, in regard to policy development and making these policies a part of the school's permanent Title IX file. The Athletic Director informed the KHSAA Audit Team that students would be added to the East Ridge High School Gender Equity Committee.

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

For the 2002-2003 school year, East Ridge High School gave the Student Interest Survey as requested. The results of that survey were very low in percentage of surveys returned, but the ones returned showed 65 girls interested in a soccer program. There is no documentation to show that school personnel have checked to see if the interest is genuine and, if so, to set the corrective action school personnel needs to take.

7. **Facility Recommendations or Concerns:**

The Weight Room equity is borderline at this time and needs some direction from the Gender Equity Committee that would make it more female friendly. It is pointed out that the weight room situation has the potential to be a problem if the Gender Equity Committee does not keep an eye on the situation. The locker room equity situation is borderline at best with the boys having three dressing rooms and the girls one dressing room. It is recommended that the Gender Equity Committee look into a potential non-compliance area with the locker room situation. Being new and being very large, dressing rooms are the only thing that kept the school in compliance this year. As the number of female athletes increase, the school will not be in compliance with the school's current locker room arrangements. The Gender Equity Committee needs to address this situation immediately, especially if soccer does become a sport at East Ridge.

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, 2004**, school personnel are 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, 2004**, school personnel are 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 2004-2005 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 Interest Survey): On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the Corrective Action Plan they plan to use to address the apparent interest in starting girls' and/or boys' tennis and especially girls' and/or boys' soccer. If it is found that the interest in the aforementioned sports is genuine, a step-by-step plan on how the sports might become a reality is needed. Keep in mind the Gender Equity Committee should immediately address the locker room situation with corrective action.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kenneth O'Quinn

District Level Title IX Coordinator: Paul Dotson

Name	Title	Telephone
Gordon Bocoock	KHSAA Audit Team	606-678-8916
Allen Jackson	KHSAA Audit Team	859-299-5472
Kenneth O'Quinn	Athletic Director	606-825-2862
Jill Morgan	Softball Coach	606-835-2811
Ralph Kilgore	Principal	606-835-2433

10. Comments:

It is noted that no one showed up for the Public Forum at 6:00 in the East Ridge High School Library. It is noted that the school had their school's permanent Title IX file at the meeting and that minutes of last year's Gender Equity Meetings were in the Title IX file. The KHSAA Audit Team does encourage the East Ridge Gender Equity Committee to design a number of policies that will strengthen the governing of the school's Athletic Department. Overall, the Athletic Department at East Ridge High School has a very good start and it clearly has the support of the school and the administration as well as the community.



Kentucky High School Athletic Association
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MEMORANDUM

TO: Principal, Athletic Director, Superintendent
East Ridge High School

FROM: Brigid L. DeVries, KHSAA Commissioner
Larry Boucher, KHSAA Assistant Commissioner

A handwritten signature in black ink, appearing to be 'L.B.', is written over the name Larry Boucher.

DATE: January 29, 2004

RE: KHSAA Title IX Final Audit Report
2003-2004 School Year

Enclosed please find a copy of the Title IX Final Audit Report, KHSAA Form T62, regarding the recent Title IX compliance visit to your school/school district. As you review the report, please pay particular attention to what additional information the reviewer may have requested in order to properly assess your athletic program. This information, as well as the date its return is required, can be found in Section 8 of the Title IX Final Audit Report.

Should you have specific questions regarding the content of this Title IX Report, please contact the Kentucky High School Athletic Association at 859-299-5472.

Thank you for your work in this very important project.