



## TITLE IX FINAL AUDIT REPORT

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

School: **Fleming County High School**

Reviewed By: **Martha Mullins**

Date Of Visit: **February 6, 2001**

Telephone Number of Reviewer: **(859) 269-3394**

### 1. Completed Required Forms

GE-19            Yes     No

Survey Student Interest Form Yes  No  (Not complete)

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
	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:

The calculation was not performed correctly. Please resubmit by **March 1, 2001.**

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:

School personnel did not submit. Please do so by **March 1, 2001.**

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:

School personnel did not submit. Please do so by **March 1, 2001.**

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

Yes  No

Comment:

School personnel did not submit all of the survey form. Please do so by **March 1, 2001.**

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities			A complete analysis was not possible because Forms T-2 and T-3 were not submitted. The student interest survey form, distributed to grades 9-12, was not complete.
Equipment and Supplies	X		The uniform quality in general was excellent. Form T-5 filed by the coaches contained incomplete data in football, and also boys' and girls' golf. It was not clear where each team's equipment was stored, which hindered the assessment of overall the quality in equipment and supplies.
Scheduling of Games and Practice Time	X		Three doubleheader basketball games have been scheduled for the 2000-2001 season. The football and volleyball coaches did not submit form T-11.
Travel and Per Diem Allowances			Form T-16 was submitted by the coaches instead of Form T-15 and were not completed correctly. It was not possible to gauge the number of trips taken by teams of each gender. Parents or boosters of some teams prepare pre-game meals or snacks; otherwise student-athletes are responsible for their own meals on trips. (This does not coincide with information contained on Form T-40.)
Coaching		X	Form T-17 was not submitted for girls' basketball, girls' track and cross-country, boys' track and cross-country, boys' golf, and baseball. However, it appears from other data submitted that coaches of boys' sports have twice the experience as those of girls' sports. Inconsistencies were found on Forms T-17 and T-18 in terms of coaches' salaries and experience. The designation of coaches' status as "on/off campus" was not recorded.
Locker Rooms, Practice and Competitive Facilities		X	Only the softball and track/cross-country coaches submitted Form T-26. The lack of data submitted on Form T-27 prevented assessment of the number or nature of the school's facilities prior to the audit visit. In evaluating the parity of facilities for boys' and girls' sports, the softball field had ruts in the outfield (a safety hazard); no source for water near the diamond, and the fencing was in need of repair. The softball dugouts appeared to be inferior in design and construction to those of baseball. Two boys' locker rooms are not shared with any other of the school's teams. There are no girls' locker rooms with this advantage. The storage space for uniforms and equipment consume more locker room space in girls' facilities than those for boys.

<b>Medical and Training Facilities and Services</b>	X		The school's weight room has good equipment and is accessible to all student-athletes. Motivational posters and exercise illustrations and training regimes target football players primarily, giving the appearance of a male facility. A strength coach is available to all coaches and athletes. A volunteer athletic trainer is available to all student-athletes during the traditional practice times and during many competitions.
<b>Publicity</b>	X		School personnel provide publicity and promotional materials for all teams. Banners are hung in the gym to commemorate any winning team's accomplishment. It was not clear how cheerleaders were assigned to cheer.
<b>Support Services</b>	X		Most coaches are provided offices. All have access to administrators and clerical assistance.
<b>Athletic Scholarships**</b>	X		
<b>Tutoring**</b>	X		
<b>Housing and Dining Facilities and Services **</b>	X		As stated earlier, some teams are provided food prior to trips. Some are provided food for home competitions.
<b>Recruitment of Student Athletes**</b>	N/A		

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

The two areas included in the plan were:

1. The hiring of more females with athletic backgrounds for coaching assignments as openings occur.
2. Improvement of interest in girls' competitions in order to increase attendance at games.

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

Until further data is submitted (See item 8, below), an assessment would be premature.

7. **Facility Recommendations or Concerns**

The softball facility needs improvements to make it comparable to the other outdoor facilities. Ruts in the outfield should be removed (a safety hazard), repairs made on the fencing, a water supply furnished, and the dugouts size made a recommended thirty feet in length constructed of the same material as the baseball dugouts. It is recommended that no further improvements be made to other outdoor athletic facilities until these changes are made. Consideration should be given to providing a concession stand and press box at the softball diamond before future major athletic outdoor building projects are undertaken, unless student or spectator safety takes priority.

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 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.

**(Budget/Expenditures)** By **March 1, 2001**, school personnel shall resubmit Form T-35 to the KHSAA with an accounting for all expenditures, including the market value of donated equipment and supplies, for each sport as indicated on the form.

**(Student Interest Survey)** By **March 1, 2001**, school personnel shall submit a complete summary of the results from the survey distributed last school year to the KHSAA office.

**(Accommodation of Interests and Abilities)** By **March 1, 2001**, school personnel shall submit Forms T-2 and T-3 to the KHSAA office.

**(Equipment and Supplies)** By **March 1, 2001**, school personnel is requested to submit an amended Form T-5 to the KHSAA office from the football and both golf coaches. In addition, the school shall provide a list of locations and future locations for uniforms (In-season and out-of-season) and other non-capital equipment for all sports.

**(Travel and Per Diem)** By **March 1, 2001**, school personnel will provide the KHSAA office with an amended Form T-15 and Form 40.

**(Coaching)** By **March 1, 2001**, school personnel shall resubmit Form T-17 from all coaches and a Form T-18 with certifiable summary information.

**(Locker Rooms)** By **April 15, 2001**, school personnel is requested to submit to the KHSAA Office. A plan for the equitable allocation of locker rooms or dressing room areas for all teams, noting any space that is reserved for only one team, any that utilizes the space also for equipment storage, and any that is used by visiting teams, officials, or cheerleaders.

**(Softball Field)** By **April 15, 2001**, school personnel shall identify any improvements that have been made up to that point in time on the softball field and a plan for other improvements to be made with an accompanying timetable for completion.



# Kentucky High School Athletic Association

## MEMORANDUM

To: Principal, Superintendent, Athletic Director

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

Date: February 14, 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.