



TITLE IX FINAL AUDIT REPORT

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

School: **Iroquois High School**
Reviewed By: **Gordon Bocoock and Julian Tackett**
Date of Visit: **Wednesday, December 18, 2002**
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)

	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:
If girls' varsity golf and a girls' junior varsity sport were to be started next year as planned, the school would be very close to the 25% necessary for compliance in this area. School personnel must aggressively follow up on the student interest surveys and the plans for this sport addition to ensure that momentum is not lost.

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:
It appears that opportunities in the area of student interest are being provided for students at Iroquois High School. This school offers nearly every program possible, so it must use the expansion of programs at the non-varsity level to increase its levels of interest.

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

Yes No

Comment:
 Students at Iroquois High School have been surveyed to ascertain their interests in athletic activities. In the latest survey, students in grades nine, ten and eleven responded to the survey. It is suggested that before the next survey the Gender Equity Review Committee try to ascertain the majority of the members of the prospective freshman class and include them in the next survey. While this is made difficult by the less than finite feeder pattern of the Jefferson County Public Schools, it is still possible to determine the interests of those students once they have been determined to be entering Iroquois.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		At the present time accommodation of interest and abilities is rated as satisfactory.
Equipment and Supplies		X	<p>The quality of the boys' and girls' uniforms in all sports looked very good.</p> <p>There was a major difference noted in the number of boys' and girls' basketball uniforms. The boys' basketball team had 2 home and 2 away uniforms and 2 sets of practice equipment. The girls' basketball team had 1 set for home and 1 for away and 1 for practice.</p> <p>To assure that the uniforms stay at a level of high quality it is suggested that the Gender Equity Review Committee adopt a uniform replacement policy that would include all of the boys' and girls' athletic teams. It is further suggested that the Gender Equity Review Committee develop a policy to inspect and upgrade and/or replace all the athletic equipment to help insure the number and condition of all the equipment in all the sports.</p> <p>Uniform replacement policies cannot and must not be left to the discretion of the head coach or</p>

			assistant coaches. The interests and desires of the student-athletes override the wishes of any coach within the program with respect to equity issues.
Scheduling of Games and Practice Time	X		<p>The practice and field situations between boys' and girls' soccer are handled correctly, even though a written policy does not exist.</p> <p>In basketball the boys' and girls' practice situation is rotated not only on days with respect to times, but also with regard to the old and new gymnasiums. It is worthy of noting that this is ^{apparently to be} being done correctly, without a written policy or plan in place.</p> <p>The "prime time" play situation is not an issue, as the record shows that in 1999-2000 the Iroquois girls played eight Friday and two Saturday games, five of which were home games. Eleven boy/girl double-headers were played this year. In 2000-2001 the girls played seven Friday and three Saturday games and five were at home with nine double-headers. In 2001-2002 the girls played nine Friday and one Saturday game with six at home and 12 double-headers. In 2002-2003 the girls played seven Friday games and five Saturday games with four home games and eight double-headers.</p>
Travel and Per Diem Allowances	X		<p>Although most meals "seem" to be purchased by the athletes, it is noted that some athletes in some sports are allowed what they want and have part and/or all of the expenses covered by coaches and/or boosters. It is suggested that the Gender Equity Review Committee give consideration to develop ^{ing} a policy to cover "all travel" to ensure that male and female athletes in all sports are treated equal in regard to travel expenses and scheduling opportunities.</p>
Coaching		X	<p>Iroquois may or may not be in compliance since it has not produced a written policy to explain the large differences noted in the boys' and girls' [✓] salaries in related sports. It is suggested that the Gender Equity Review Committee give consideration to developing a</p>

			<p>policy in regard to base salaries in each boys' and girls' sport that Iroquois offers. If the local School Board uses a percentage of increase with coaches to indicate years of service, etc, this should be included in the policy that is adopted. In addition, the Gender Equity Review Committee is reminded that if indexing or percentages are used for salaries, it must remain committed to hiring the same quality and experience level coaches for its female athletes as the male counterparts, and this will subsequently aid in balancing of the salaries.</p>
<p>Locker Rooms, Practice and Competitive Facilities</p>		X	<p>In regard to dressing rooms, Iroquois is blessed with more locker rooms, individual lockers and storage than most schools in Kentucky.</p> <p>The only issues potentially related to Title IX were a couple of differences in the boys' and girls' basketball locker rooms. In the boys' area, we found carpet on the floors and a music sound system, as well as VCR equipment in the coaches' office. The girls' dressing room showed a concrete floor that has been painted with no music or VCR access. Again, this decision can not and must not be left to the coach's discretion, as it is the school's obligation to ensure equitable facilities.</p> <p>In regard to baseball and softball, it was noted that baseball has an electric scoreboard that does not appear likewise at the softball field. A new press box/concession stand is under construction at the baseball complex while none appears at the softball complex. The KHSAA Audit Staff noted the "in process" stage of the softball field development, as well as the stated intentions of ensuring the facilities are comparable. It is the Gender Equity Review Committee's obligation to ensure this is done. In addition, daily maintenance appears to be different between softball and baseball, and cannot be solely explained away by coach's initiative. The Gender Equity Review Committee must ensure that these fields are</p>

			maintained and kept in a similar fashion.
Medical and Training Facilities and Services		X	<p>According to some coaches in the school's self-audit, there are some differences on who pays for the athletes' physical examinations at Iroquois High School, although school administration was seeking to clarify this issue. At the present time, no medical services are provided by the school for boys and girls. It is suggested that the Gender Equity Review Committee work with the medical personnel on ^{at} the surrounding community and the Jefferson County Athletic Association to see what can be worked out to provide medical services for the student-athletes at Iroquois High School. It is possible that the survey results are due to the fact that the initial group physical is at no charge, and follow-ups require charge, but such should be documented in the policy.</p> <p>The school built a new weight room so that female athletes would have access. However, even with the new room, the weight room still has the appearance that it is used entirely by male athletes. It is suggested that the Gender Equity Review Committee look into adding some equipment to the weight room that would be female-friendly and that a master schedule for the weight room be developed and posted to help ensure equity in the weight room. It appears the school already is in possession of equipment which could be utilized if made workable and safe, to accomplish all or part of this goal.</p>
Publicity	X		<p>There is one cheerleading squad at Iroquois High School that cheers at all home football games and at all boys and girls home basketball games. A dance team performs at football and girls' and boys' basketball games.</p> <p>At the present time, some sports schedules are printed but not for all sports. It is suggested that the Gender Equity Review Committee develop a policy that would represent all boys and girls in all sports in regard to printed schedules (fall,</p>

			<p>winter and spring). It is suggested that the Gender Equity Review Committee develop a policy governing the display of honors and awards at the various sports venues, in locker rooms, weight rooms and trophy cases.</p> <p>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 ^{individual} thoughts of any coach or participant, but should be a <u>systematic</u> approach, that will ensure the equal treatment of all participants.</p>
Support Services		X	<p>For whatever reason The Support Services forms have never been sent to the KHSAA with the original school audit. The Gender Equity Review Committee is to check the school's original self-audit and make sure that this portion of the school self-audit is completed and sent to the KHSAA.</p> <p>In regard to booster clubs, it does not appear that there are any big concerns at this time but it is suggested that the Gender Equity Review Committee develop a policy in regard to booster clubs to assure that they will have guidelines and policies in place for the future.</p> <p>School personnel 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. School personnel should</p>

school system

equity

			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 ensure that this person has adequate 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 a restricted time schedule. The school is to be commended for allowing the Athletic Director the opportunity to perform these vital functions.
Athletic Scholarships**	N/A		
Tutoring**	N/A		
Housing and Dining Facilities and Services **	N/A		
Recruitment of Student Athletes**	N/A		

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

The school has improved the weight room problem by moving it from the football dressing room to an area that the girls can now get to.

The school has improved the whirlpool situation so that the girls now have access in the girls' dressing rooms.

To solve the outfield fence problem in softball, the school built a new softball complex that should be totally finished next year. The Gender Equity Review Committee must continue to insist that this facility be completed and maintained at the highest level.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- The differences in the furnishing of the boys' and girls' basketball dressing rooms.
- Although the following items represent concerns, they are not deficiencies, but rather areas to be focused on the by Gender Equity Review Committee. These may represent facility needs, or policy needs:
 - In the opinion of the KHSAA Audit Team, the Gender Equity Review Committee at Iroquois needs some work on the membership of the committee. There are no women, athletes, or parents on the committee. Five white males is not a true representation of a school, ~~on the west side of Louisville or any other part of the state.~~
 - The difference in the number of boys' basketball uniforms as compared to the girls'.
 - The difference in the coaching salaries for like sports and the lack of an explanatory policy.
 - The differences in the baseball and softball complex, which may be corrected when the project is finished.
 - The lack of equipment more specific to female weight lifting, and a published schedule for the weight room.
 - The Support Services forms that have never been turned in *submitted to the KHSAA*

7. Facility Recommendations or Concerns

- Immediately correct the differences in the girls' and boys' basketball dressing rooms.

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:

- On or before ~~May 15, 2003~~³⁰, school personnel are requested to provide the KHSAA with the completed Support Services forms that were left out of the original self-audit.
- On or before **August 15, 2003**, the school is requested to provide the following to the KHSAA:
 - Corrective action concerning the disparity in the number of boys' basketball uniforms as compared to girls' uniforms and the corrective action policies they plan to put into effect to correct this situation.
 - Information concerning the difference in coaches' salaries in like sports.
 - Corrective action with regard to the differences noted between the boys' and girls' basketball dressing rooms and plans to eliminate that disparity prior to the 2003-2004 playing season.
 - Corrective action in regard to the differences noted in the baseball and softball complexes, including the finalization of the construction and equipping of the field.
 - Corrective action that would make the weight room more female-friendly. *softball*
 - Corrective action regarding the composition of the Gender Equity Review Committee

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Charlie Daniel, 4615 Taylor Blvd. Louisville, Ky. 40215
502-485-8693

District Level Title IX Coordinator: None Listed

Name	Title	Telephone
Charlie Daniel	Athletic Director	502-485-8693
Brian Shumate	Principal	502-485-8269
Mike Beard	Teacher/Volleyball Coach	502-485-8269
Darin Long	Teacher/Softball Coach	502-485-8269
Michael Wildt	Teacher/Track & XC Coach	502-485-8269
Gordon Bocock	KHSAA Auditor	606-678-8916
Julian Tackett	KHSAA Auditor	859-299-5472

10. Comments:

realize It does appear that the Gender Equity Review Committee at Iroquois High School ~~is~~ *beginning to realize* the vast job they have to provide equal opportunities and benefits for all of ~~the~~ *their* student athletes.

Overall, the interscholastic athletic program clearly has the support of the school community. At this time, the pressing need is a couple of issues with boys' and girls' basketball and the pressing need to bring the baseball/softball complex into compliance.

The KHSAA Audit Team encourages the Gender Equity Review Committee to design a number of policies, as put forth in this report, to strengthen the ~~governing~~ *governing* of the Iroquois High School Athletic Department. *equity policies*