



**KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT**

(For schools re-visited during the 2015-2016 school year)

School: Seneca
 Prepared By: Gary W. Lawson
 Date of Re-Visit: November 23, 2015
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-19) Yes No
- Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes No
- Benefits Summary Charts (Forms T-35 & T-36) Yes No
- Checklist Overall Athletics Program (Form T-41) Yes No
- Improvement Plan Summary Charts (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
X	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

Comments: According to the rosters and data submitted in the annual Title IX reports, the school has met the standard established by Test 1 for provision of athletic opportunities during two of the past three school years (2013-14 and 2014-15). The 2014-15 annual report shows that females made up 46% of the athletic participants, and they were 48.8% of the school's enrollment. (See *Internal Audit Summary* for 2014-15—Rows 13, 14, and 20.) There was some indication that there could be errors in the athletic rosters submitted which would affect the calculations on the test. (See *Accommodation of Interests and Abilities.*)

- 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

Comments: The rosters and information submitted to KHSAA indicates that the standard established by Test 2 for provision of athletic opportunities was met during only one of the past three school years (2013-14). The 2014-15 annual Title IX report shows that a total of six teams for female participation have been added during the past five years. Current participants on these six teams increase the percentage of participation for females by 12.4%.

- 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

Comments: The responses and information provided on the T-3 forms in the annual Title IX reports give strong indication that the standard established by Test 3 is currently being met. The school offers all KHSAA sanctioned sports at the varsity level for both boys and girls. (The sport activities of archery and bass fishing are not currently offered.) A total of 13 teams are offered for female participation and the same number is sponsored for male competition.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments: According to information provided on the T-63 form in the 2013-14 annual Title IX report, an 80.3% completion rate was received on the most recent student athletic interest survey. School officials were reminded that a minimum completion rate of 80% is required for the survey to be considered valid.



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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>Both the January 23, 2003 and the January 8, 2009 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. At the time of both visits, the school appeared to meet the standard established by Test 3 for provision of athletic opportunities. Annual reports submitted to KHSAA for the past three years give indication that the standards established by both Tests 1 and 3 are being met. In the case of Test 1, there did appear there could be some errors in the athletic rosters submitted. The information provided by the school shows a 36% drop in female participation from 2013-14 (228) to 2014-15 (145) and a 26% drop in male participation from 2013-14 (231) to 2014-15 (170). Looking at the teams sponsored both these years, this decrease is difficult to verify. School personnel were reminded that accurate rosters are the major basis for the total Title IX evaluation. IT IS INCUMBENT THAT THE SCHOOL TAKE EVERY MEASURE POSSIBLE TO INSURE ACCURACY IN THIS ENDEAVOR. In regard to Test 3, the responses on the T-3 form appear to be supported by the information provided in the most recent student athletic interest survey. (See the detailed explanation for all three opportunities tests on page 2 of this report.) During the most recent visit, the school's Title IX file was reviewed and found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for all school sponsored varsity teams (see <i>Scheduling of Games and Practice Times</i> and <i>KHSAA Recommended Action</i>), written regulations regarding provision of letters and bars and the posting of banners (see <i>Publicity and KHSAA Recommended Action</i>), written designation of the locker room and athletic equipment storage room assigned</p>

<p>Accommodation of Interests and Abilities continued</p>			<p>almost all teams (see <i>Locker Rooms,, Practice and Competitive Facilities</i> and <i>KHSAA Recommended Action</i>), minutes for all Gender Equity Review Committee meetings held during the past three years, an equitable plan for the review and/or replacement of uniforms (see <i>Equipment and Supplies</i>), written guidelines addressing the equitable provision of meals for student athletes (see <i>Travel and Per Diem Allowances</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were encouraged to work with members of the Gender Equity Review Committee to develop and maintain a comprehensive Title IX file and to use the information in this file as a guide for equitable provision of both opportunities and benefits for student athletes. <u>It was also strongly emphasized that the guidelines, regulations, and policies developed by the Gender Equity Committee and placed in the file must be shared with all coaches and implemented properly.</u></p>
<p>Equipment and Supplies</p>	<p>X</p>		<p>The 2003 Title IX school visit report rated this benefit category <i>Satisfactory</i>. The report requested that an equitable uniform review, rotation, and/or replacement plan be developed. The 2009 report also deemed this category <i>Satisfactory</i>. It documented that a uniform rotation plan was in place and also stated that a full analysis of this category could not be completed because total booster spending was not submitted. All uniforms and equipment reviewed during the most recent visit was of mid-to-high quality and appeared to be supplied in equitable quantities. <u>It was noted that the baseball team was provided two game jerseys and the softball team had one jersey.</u> The school's Title IX file contained a written uniform review, rotation, and/or replacement plan based on a four-year cycle of review for all school sponsored sports except girls and boys bowling, girls and boys swimming, and girls and boys tennis. These teams have their uniforms replaced annually. Girls and boys golf, who also replace their shirts annually were left off the plan. UPON</p>

Equipment and Supplies continued			RECEIPT OF THIS REPORT, THE GIRLS AND BOYS GOLF TEAMS ARE TO BE ADDED TO THIS UNIFORM REPLACEMENT PLAN. The evaluation of spending for this category on a per athlete basis was difficult to complete because of the omissions and errors in the team rosters submitted. According to the data as submitted by the school for the 2013-14 and 2014-15 school years, there was \$33 spent per female athlete and \$52 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The 2003 and 2009 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . Information provided during the most recent visit showed that the number of competitive events schedules for teams of “like” sports was comparable except in the case of baseball and softball. The schedules reviewed showed that in 2014-15 varsity softball had 12 contests and varsity baseball had 23 contests. According to interviews with administrators and student athletes this situation came about, in part, because the head softball coach was very ill last year. KHSAA representatives were assured that an equitable number of games would be scheduled and played by the softball team this school year. (See <i>KHSAA Recommended Action</i> .) The tour of facilities showed that three competitive venues were shared by boys and girls. An equitable usage schedule was provided for only one of these venues—the weight training room. Evidence revealed during the visit indicated that the gyms and soccer/hockey field were shared equitably but there was no documentation for this offered by the school. (See <i>KHSAA Recommended Action</i> .) The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity regarding this benefit.
Travel and Per Diem Allowances		X	Both the previous Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The recent review of the Title IX file showed that the school had a written guideline regarding provision of parity in relation to providing meals for student athletes. There

Travel and Per Diem Allowances continued			<p>was no reference in this guideline concerning the <u>mode of transportation or lodging</u>. (See <i>KHSAA Recommended Action</i>.) It should also be noted that the interviews revealed very little, if any, knowledge by coaches or students about the stipulations for meals. As was the case with equipment and supplies, it was very difficult to evaluate spending in this category due to the failure of the school to submit accurate team rosters. Because the school did not provide comprehensive equitable guidelines and spending could not be evaluated, this benefit category is rendered to be deficient. (See <i>KHSAA Recommended Action</i>.)</p>
Coaching	X		<p>Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The school's athletic director is responsible for the evaluation of all head coaches. A written instrument is used for documentation in this process. A review of the district's extra service pay schedule for coaches showed parity. A review of the T-35 form in the 2014-15 annual Title IX report shows that the total amounts spent for coaches' salaries for teams of "like" sports were comparable. Information submitted in the 2014-15 annual Title IX report shows that the coaching ratio for female athletes is nine participants per coach and the ratio for male athletes is seven participants per coach. This ratio appears to favor male athletes in relation to accessibility. <u>A significant factor in this disparity is that the school has four baseball coaches for two teams and one softball coach for two teams according to the T-35 form.</u> (See <i>KHSAA Recommended Action</i>.) Information gathered during the most recent visit revealed that 73% (8/11) of the head coaches of girl's teams and 55% (6/11) of the head coaches of boys teams were on-campus employees.</p>
Locker Room, Practice and Competitive Facilities		X	<p>The 2003 and the 2009 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2003 report documented the appearance of a slight advantage for the male athletes in relation to allotted locker room space. The 2009 report stated that the locker space disparity had been addressed by the</p>

<p>Locker Room, Practice and Competitive Facilities continued</p>			<p>renovation of two former physical education locker room that were being used by athletic teams at that time. The most recent visit showed that the list in the Title IX file showing the locker room and athletic equipment storage space assignments was incomplete (see <i>KHSAA Recommended Action</i>). However, the tour of facilities revealed that all teams have an assigned dressing area and all teams have at least one assigned equipment storage area. In some cases, both the locker room and equipment storage space seems to be in short supply, but the available areas appear to be assigned equitably. When comparing the competitive and practice facilities provided by the school, there is currently an obvious disparity between the amenities at the on-campus softball field and the on-campus baseball field.</p> <ul style="list-style-type: none"> • The press box at the baseball field is much larger and is in significantly better condition than the press box at the softball field. • Baseball is provided a coaching office and equipment storage areas inside the “heated” press box. Softball has neither a coaching office nor a storage area in the press box and the area is not heated. • The baseball field met all the current requirements to host post season play. The softball facility does not meet the requirements for post season play. Part of the reason for this is that the outfield fence is too close to home plate and there is not enough distance between home plate and the backstop. • The baseball field has a sprinkler system—softball does not. • The lighting system at the softball field is likely inadequate. <p>The obvious differences in these two facilities result in this entire benefit category being deficient. (See <i>KHSAA Recommended Action</i>.)</p>
<p>Medical and Training</p>	<p>X</p>		<p>.The 2003 and the 2009 Title IX school visit reports deemed this benefit category</p>

<p>Facilities and Services</p> <p>Medical and Training Facilities and Services</p> <p>continued</p>			<p><i>Satisfactory.</i> The 2003 report requested the posting of an equitable usage schedule at the weight training room. The 2009 report documented that the 2003 request had been addressed. The most recent visit showed that the school has recently opened a large, new very well equipped weight training room. This facility appears to be easily accessible for all student athletes. There is a usage schedule in the Title IX file and posted at the facility which shows equitable access for females. There are numerous training options at this venue that seem to be suitable for female athletes. According to the interviews with coaches, student athletes, and administrators, no female teams or individual female athletes use this facility after school hours. The volleyball coach stated that his team intends to start using this venue in the near future. (See <i>KHSAA Recommended Action.</i>) The school has a well-supplied training room, and a trainer is available on an equitable basis to all student athletes through a contract with K.O.R.T. Student athletes at Seneca High School are responsible for getting their own physical examinations.</p>
<p>Publicity</p>		<p>X</p>	<p>Both of the earlier Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2003 report suggested that the school develop equitable written regulations for all forms of athletic recognition. The 2009 report documented the existence of equitable written guidelines for the posting of banners and awarding letters and bars. The most recent visit showed that the school sponsors one cheerleading squad which cheers at all home and away football games. They also cheer at all home boys and girls basketball games and at away games versus district opponents for both teams. The full band performs at all home football games. The pep band performs at all home boys and girls basketball games. The school currently does not sponsor a dance team. There is no radio coverage of any athletic events. The Title IX file contains written guidelines for the provision of equity in regard to recognition banners and letters and bars.</p>

Publicity continued			<p>There are no regulations in relation to the provision of awards and post season banquets. (See <i>KHSAA Recommended Action</i>.) During the recent visit, it was pointed out that there were a number of athletic jerseys and pictures posted in the gym lobby at the school. In some instances, these items have descriptions of the accomplishments of the individual who wore the jersey or was in the picture. No one interviewed during the visit knew why these postings were there or the criteria used to determine who would be recognized in this manner. This is apparently a significant form of recognition provided by the school, but no one seems to understand the selection process for choosing recipients of the honor. (See <i>KHSAA Recommended Action</i>.) Spending within this benefit category could not be accurately evaluated for two reasons. First is the inaccuracy of the submitted rosters. The second reason is that the school submitted budgeted and/or estimated expenditures for awards rather than actual spending. School officials were reminded that Title IX requires actual expenditures (reality) not budgeted amounts (intentions). The lack of written guidelines for parity, the lack of knowledge or regulations relating to displayed jerseys and pictures, and the lack of actual spending amounts submitted on the T-35 forms result in this benefit category being deficient. (See <i>KHSAA Recommended Action</i>.)</p>
Support Services	X		<p>The 2003 Title IX school visit report designated this benefit category <i>Deficient</i> stating that it was impossible to evaluate the category due to the failure of the school to accurately complete the T-35 and T-36 forms. The report also noted that there was a disparity in the amenities provided when the girls coaching office was compared to the boys coaching office. The 2009 Title IX report rated this category <i>Satisfactory</i> stating that it appeared that complete and comprehensive expenditures were provided for the visit. School officials were requested to monitor all athletic booster expenditures for the provision of parity. According to information gathered during the</p>

Support Services continued			<p>most recent visit, the school currently has no booster clubs. All athletic benefits are paid for through school athletic accounts and the purchase order process is used. There is a \$50 athletic fee assessed for each participant. This fee is per student not per sport. A student who plays multiple sports pays only one fee. The Internal Analysis Summary for the 2013-14 annual Title IX report shows that 35% of the athletic expenditures were for female athletes who made up 50% of the participants and 65% of the expenditures were for male athletes who made up 50% of the participants. This means approximately \$216 was spent per female athlete and \$404 was spent per male athlete. These expenditures seem to strongly favor the male athletes on both a percentage and per athlete basis. The Internal Audit summary for the 2014-15 annual Title IX report showed that 41% of the athletic spending was for females who made up 46% of the participants and 59% of the spending was for male athletes who made up 54% of the participants or approximately \$376 per female athlete and \$458 per male athlete. This spending is within generally accepted parameters for the provision of parity for a football playing school. As a result of the 2013-14 disparity, it is recommended that that future expenditures be closely monitored in relation to the provision of equitable benefits. <u>It must be noted that these spending comparisons are dependent upon accurate submittal of student athletic rosters.</u> (See <i>Accommodation of Interests and Abilities.</i>)</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of	NA		

Student Athletes			
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5. Brief Summary/Analysis of the Improvement Plan (Form T-60)

The school's most recent T-60 forms call for the following:

- Upgrading the sound systems and scoreboards at the gym, and soccer and football fields;
- Implementation of programs to increase female participation.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were three major deficiencies designated as a result of the November 23, 2015 Title IX school visit.

- The benefit category of Travel and Per Diem Allowances was rated deficient due to the school's failure to produce evidence of equitable provision in relation to the mode of transportation and lodging for student athletes. The submittal of inaccurate rosters made it impossible to calculate per athlete spending within this benefit category. (See *KHSAA Recommended Action*.)
- The benefit category of Locker Rooms, Practice and Competitive Facilities was rated deficient mainly due to a number of disparities in the amenities at the school's softball field compared to those at the baseball field. (See *KHSAA Recommended Action*.)
- The benefit category of Publicity was rated deficient due to the school's failure to have complete equitable guidelines addressing the provision of awards and sports banquets. The school also failed to submit accurate expenditures for this category on the T-35 form. The inaccuracy of the submitted student athletic rosters made per athlete calculations impossible. School officials were unable to offer any criteria for the selection process used in posting athletic recognition (pictures and jerseys) in the gym lobby. (See *KHSAA Recommended Action*.)

There were also several **areas of concern** listed in the report including:

- accurate and complete submittal of athletic rosters (See *Accommodation of Interests and Abilities*);
- scheduling an equitable number of competitive events for all "like" sports (see *Scheduling of Games and Practice Times*);
- equitable scheduling of all shared practice facilities (see *Scheduling of Games and Practice Times*);
- implementation of an equitable plan for the review and/or replacement of uniforms (see *Equipment and Supplies*);
- equitable provision of access to coaches by student athletes (see *Coaching*);
- documentation of the provision of equitable locker room and athletic equipment storage space (see *Locker Rooms, Practice and Competitive Facilities*);
- use of the weight training facility by female athletes (see *Medical and Training Facilities and Services*).

7. KHSAA Recommended Action in relation to new deficiencies

(Travel and Per Diem Allowances)

On or before February 25, 2016, the school is to submit to KHSAA equitable written guidelines in regard to provision of the modes of transportation and lodging for student athletes. These guidelines are to be added to the existing regulations for the provision of meals found in the school's Title IX file.

The April 30, 2016 Title IX annual report is to contain complete and accurate athletic rosters for all school sponsored teams.

(Locker Rooms, Practice and Competitive Facilities)

On or before February 25, 2016, the school is to submit to KHSAA a written plan for upgrading the softball facility so that venue will be equivalent when compared to the school's baseball field. This plan should address, but not necessarily be limited to, the following amenities:

- changing the dimensions of the field to meet the requirements to host postseason play;
- upgrading the press box;
- providing a coaching office;
- insuring that the lighting system is adequate.

The plan should include reasonable completion dates for the projects listed. This plan should also be a part of the school's Title IX Improvement Plan (T-60 form) in the April 30, 2016 annual Title IX report. It should remain a part of the Improvement Plan in future reports until all projects are completed and equivalence is achieved.

On or before February 25, 2016, the school is to submit to KHSAA an expansion of the current listing of locker room space assignments to include tennis and volleyball.

On or before February 25, 2016, the school is to submit to KHSAA an expansion of the current listing of athletic equipment storage space assignments to include tennis, volleyball, and wrestling.

(Publicity)

On or before February 25, 2016, the school is to submit to KHSAA an expansion of the written guidelines for this category to include oversight for equitable provision of athletic awards and postseason banquets.

On or before February 25, 2016, the school is to submit to KHSAA written criteria for the selection of various forms of athletic recognition to be displayed on the walls in the lobby of the gym. These may refer to pictures, jerseys, banners, and/or other displays that recognize athletic achievement. Once these criteria are determined, they should become a part of the school's Title IX file.

(Publicity) continued

The April 30, 2016 annual Title IX report is to include accurate expenditures for awards in the proper column of the T-35 form.

The April 30, 2016 annual Title IX report is to include accurate and complete submittal of team rosters so per athlete spending can be calculated for this benefit category.

Although not currently designated as deficient, the following **areas of concern** are to be addressed in an attempt to insure that equitable benefits continue to be provided.

(Scheduling of Games and Practice Times)

On or before February 25, 2016 the school is to submit to KHSAA completed baseball and softball schedules for the 2015-16 season that show an equivalent number of games for these two teams. At the end of the 2015-16 season, the KHSAA web site should reflect an equivalent number of games played by these two teams.

On or before February 25, 2016, the school is to submit to KHSAA written facility usage schedules for the two gyms and the facility shared by the boys and girls soccer teams and the field hockey teams. The schedules should show an equivalent assignment of practice times for all teams involved.

(Coaching) On or before February 25, 2016, the school is to submit to KHSAA a written rationale for the baseball program having four coaches for two teams and the softball team having one coach for two teams. If there is no reasonable explanation for this situation, the document is to include steps being taken to eliminate the disparity.

(Medical and Training Facilities and Services) On or before February 25, 2016, the school is to submit to KHSAA a listing of the steps being taken to encourage the school's female athletes to use the weight training facility. This listing is to become a part of the school's Title IX Improvement Plan (T-60 form).

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated as a result of the January 8, 2009 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Scott Ricks, 3510 Goldsmith Ln., Louisville, KY 40220
(502) 485-8876

District Level Title IX Coordinator: Georgia Hampton, 3332 Newberg Rd., Louisville, KY 40218
(502) 485-3499

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Jeanna Livingston	Student Athlete	(502) 485-8323
Carl Parker	Student Athlete	(502) 485-8323
Latasha Peterson	Girls Basketball	(502) 485-8323
Daniel Hawkins	Boys Basketball/Boys Track	(502) 485-8323
Ken Norris	Girls Volleyball	(502) 641-7014
Kimberly Harbolt	Principal	(502) 485-8323
Scott Ricks	Athletic Director	(502) 485-8876

10. Comments

No one from the community attended the Public Comments Session. The meeting was adjourned at 3:15 pm EST.