

Discrimination, Harassment, Sexual Harassment, and Retaliation Prohibited



AS REQUIRED UNDER FEDERAL REGULATIONS TITLE IX, VI, VII, SEC. 504

Any student or employee who feels they have been unlawfully discriminated or retaliated against, harassed, sexually harassed, or has witnessed an unlawful act should report as follows:

- ✓ Report acts of discrimination, harassment, or retaliation to a director/administrator, teacher, or the business manager as soon as possible.
- ✓ Report acts of sexual harassment involving students to the school's Title IX Coordinator, whose name is listed on the school's main web page.
- ✓ Report acts of sexual harassment involving employees to the school's Title IX Coordinator, Brooke Austin.
- ✓ An investigation of the complaint will be conducted fairly and as quickly as possible.
- ✓ The complaint may be handled informally or formally.
- ✓ All investigations will be conducted in a way that protects the privacy of those involved to the greatest extent possible.
- ✓ An individual who feels unsafe for any reason should report their concerns to the Compliance Officer/Title IX Coordinator, who may determine appropriate support measures to ensure the individual feels safe in the work/ educational environment.
- ✓ Both parties will be notified of the findings of the investigation.
- ✓ All questions related to discrimination, harassment, sexual harassment, and retaliation should be directed to the Compliance Officer/Title IX Coordinator, Brooke Austin.

Brooke Austin
Compliance Officer/Title IX Coordinator
Odyssey Charter School Phone: 801.492.8105
738 E Quality Drive Fax: 801.763.8743
American Fork, UT 84003 Email: baustin@odysseycharter.net

- ✓ You may also contact Holly Bell, Utah State Board of Education, 250 East 500 South, Salt Lake City, Utah 84114, 801-538-7828.
- ✓ Nothing in policy or procedure prohibits a person from filing a discrimination or harassment complaint with the Regional Office for Civil Rights: Department of Education, Region VIII, Federal Office Building, 1244 Speer Blvd., Suite 300, Denver, CO 80204.

No district employee or student shall be subjected to discrimination in employment or any school program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The school is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, school facility use, accommodations and other Equal Employment Opportunity matters. The school also provides equal access to school facilities for all youth groups listed in Title 36 of the United State Codes, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Brooke Austin, Director, 738 E Quality Drive, American Fork, Utah 84003, (801) 492-8105. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.