



## **Title IX Policy and Information**

1. **Policy**. It is the policy of Canyon Rim Academy to provide equal educational and employment opportunity for all individuals. Therefore, the School prohibits all discrimination on the basis of race, color, religion, sex, age, national origin, disability, or veteran status. Complaints of discrimination or unfair application of this policy should be filed promptly with the front office or the Title IX Coordinator.

2. **Complaint**. To file a Title IX complaint please complete the Title IX Complaint form below and submit it to the front office or the Title IX Coordinator listed below.

Title IX Complaint Form [Insert hyperlink to the document]

3. **Coordinator**. For any Title IX complaints please contact the Title IX Coordinator below or the front office.

**Title IX Coordinator:**  
Colleen Mitchell  
3005 South 2900 East  
Salt Lake City, UT 84109  
[cmitchell@canyonrimacademy.org](mailto:cmitchell@canyonrimacademy.org)

#### **4. Definitions of Prohibited Conduct**

- a. **Sexual Harassment (as defined by Title IX)**. Sexual harassment includes any of the following:
  - i. **Quid Pro Quo Harassment**. An employee conditioning the provision of an aid, benefit, or service on participation in unwelcome sexual conduct.
  - ii. **Hostile Environment Harassment**. Unwelcome conduct that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity.
  - iii. **Sexual Assault, Dating Violence, Domestic Violence, or Stalking**. As defined under the Clery Act and Violence Against Women Act (VAWA).

5. **Supportive Measures**. Upon receiving a report, the school will promptly offer supportive measures, regardless of whether a formal complaint is filed. At the discretion of the school, these may include:

- Counseling services
- Academic accommodations
- Schedule or seating changes
- Increased supervision
- No-contact directives

Supportive measures are non-disciplinary and designed to restore or preserve access to education.

6. **Sanctions and Remedies**. If a violation is found, the school may impose appropriate disciplinary action, which may include:

- Educational interventions
- Behavioral contracts
- Suspension or expulsion (students)
- Disciplinary action up to termination (employees)

Remedies will be provided to the complainant to restore or preserve access to education.

7. **Appeals**. Both parties have the right to appeal based on:

- Procedural irregularity
- New evidence
- Conflict of interest or bias

Appeals must be submitted in writing within the designated timeframe.

8. **Retaliation Prohibited**. Retaliation against any individual for reporting or participating in a Title IX process is strictly prohibited and will result in disciplinary action.

9. **Confidentiality**. The school will protect the confidentiality of parties to the greatest extent possible while fulfilling its legal obligations.

10. **Training and Prevention**. The school will provide regular Title IX training for employees and Title IX personnel. Please see links to training material below.

Title IX Training Materials [Insert hyperlink to the document]