

Utah Virtual Academy does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

The following person has been designated to handle inquiries regarding the non-discrimination policies

Shelly Strahan, Title IX/Academic Administrator of Special Programs
310 E. 4500 S. Ste 620 Murray, Utah 84107
801-262-4922 ext 6000

For further information on notice of non-discrimination, visit

<http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves your area, or call 1-800-421-3481.

Title IX and Non-Discrimination Notice

Utah Virtual Academy is committed to providing an environment that is free from all forms of sex discrimination, which includes sex discrimination, sexual harassment (including sexual violence), as regulated by Title IX, and to insuring the accessibility of appropriate grievance procedures for addressing all complaints regarding all forms of sex discrimination and sexual harassment. Utah Virtual Academy reserves the authority to independently deal with sex discrimination and sexual harassment whenever becoming aware of their potential existence, regardless of whether a complaint has been lodged in accordance with the grievance procedure. Utah Virtual Academy reserves the authority to address sex discrimination and sexual harassment even if the same, similar or related circumstances are also being addressed under another policy, whether of Utah Virtual Academy or another entity. Furthermore, Utah Virtual Academy reserves the right to pursue sexual misconduct violations that fall outside of the scope of Title IX based on Utah Virtual Academy's judgment that the alleged actions are contrary to any part of its code of conduct or employee handbook.

Definition of Sex Discrimination and Sexual Harassment (for Students):

- Sex discrimination occurs when a person, because of his or her sex, is denied participation in or the benefits of any education program or activity that receives federal financial assistance.
- Sexual harassment is conduct that: 1) is sexual in nature; 2) is unwelcome; and 3) denies or limits a student's ability to participate in or benefit from a school's educational program or activity. Sexual harassment can be verbal, nonverbal or physical.

Definition of Sex Discrimination and Sexual Harassment (for Employees):

- Sex discrimination occurs when a person who is qualified for a position at issue is subjected to an adverse employment action because of his or her sex.
- Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: 1) submission to such conduct is made a term or condition of employment; 2) submission to or rejection of the conduct is used as a basis for employment decisions affecting the individual; or 3) the conduct has the purpose or effect of unreasonably interfering with the employee's work performance or creating an intimidating, hostile or offensive working environment.

Title VI and Non-Discrimination Notice

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, and national origin in any program or activity receiving Federal financial assistance, including Career Technical Education (CTE) and vocational programs. Further, UTVA will not discriminate or deny CTE services on the basis of race, color, and national origin, sex and handicap, as defined by Title VI, Title II, Section 504, Title IX and Vocational Program Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex, and Handicap.

Utah Virtual Academy, in compliance with state and federal laws and regulations, including the Title VI of the Civil Rights Act of 1964 which prohibits discrimination on the basis of race, color, and national origin in any program or activity receiving Federal financial assistance, including Career Technical Education (CTE) and vocational programs. UTVA will not discriminate or deny CTE services on the basis of race, color, and national origin, sex and handicap, as defined by Title VI, Title II, Section 504, Title IX and Vocational Program Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex, and Handicap.

Utah Virtual Academy has adopted the following internal grievance procedure providing for prompt and equitable resolution of complaints alleging noncompliance with Title IV and Vocational Program Guidelines for Eliminating Discrimination and Denial of Services on the Basis of Race, Color, National Origin, Sex, and Handicap in any program or activity administered by Utah Virtual Academy has designated Jillian Hymas, as the Title VI Coordinator and may be contacted at: 310 E. 4500 S. Ste 620 Murray, Utah 84107 jhymas@utahvirtual.org

Retaliation against a person who files a complaint of discrimination on the basis of race, color, national origin, sex and handicap pursuant to the grievance procedure, or persons who participate in related proceedings, is prohibited.