



UTOPIAN
ACADEMY FOR THE ARTS
CHARTER SCHOOL NETWORK

TITLE IX NOTICE OF NON-DISCRIMINATION

Utopian Academy for the Arts does not discriminate and does not permit discrimination on the basis of sex in its employment practices, educational programs, or other activities that it operates.

No person shall, on the basis of race, color, religion, gender, sex, age, marital status, disability, political or religious beliefs, national or ethnic origin, or sexual orientation be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity, or in any employment conditions or practices conducted by this school, except as provided by law. It is the express policy of school to comply with all appropriate laws and regulations relating to discrimination now in effect or hereafter enacted including, but not limited to the Civil Rights Act, Rehabilitation Act of 1973, the Age Discrimination in Employment Act, the Americans with Disabilities Act, Genetic Information Nondiscrimination Act of 2008, Title IX of the Education Amendments of 1972, and all accompanying regulations.

Any person may report sex discrimination, including sexual harassment as defined by this policy, (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment), to the Title IX Coordinator in person, by mail, by telephone, by electronic mail, or through other means specified by the School. Reports may be made at any time, including during non-business hours.

For the purposes of this policy, “sexual harassment” is defined as conduct on the basis of sex that satisfies one or more of the following:

- 1) An employee of the school conditioning the provision of an aid, benefit, or service of the School on an individual's participation in unwelcome sexual conduct (quid-pro-quo); or
- 2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school’s education program or activity; or
- 3) “Sexual assault,” “dating violence,” “domestic violence,” or “stalking” as defined by federal law.

Utopian Academy for the Arts’ Title IX Sexual Harassment Policy and Formal Grievance Process are available for review on the school website or upon request in the front office.

The following person has been designated to serve as the Title IX coordinator for the purposes of receiving complaints and coordinating the school’s response to all allegations involving possible

discrimination based on gender, educational programs, athletic programs or any activities of sexual harassment under this policy:

Dr. Johanna Strong, Principal
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Utopian Academy for the Arts
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(470)446-1070

For further information on notice of non-discrimination, please contact the Office for Civil Rights:

U.S. Department of Education
Office of Civil Rights
400 Maryland Avenue, SW
Washington, DC 20202-4605
1-800-421-3481