
Early Light Academy - Title IX Training

Early Light Academy provides staff and volunteers with training about Title IX. This training from USBE focuses on preventing, recognizing, and reporting instances of behaviors such as sexual harassment and discrimination. These trainings cover legal requirements under Title IX for conducting proper investigations and ensuring a safe, respectful environment.

- See ELA's Title IX Reporting information on our website [here](#).
-

Title IX provides that . . .

“[n]o person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance”





**Title IX Prohibits Sexual Harassment within
the Scope of the School's Education
Program or Activity**

Education Program or Activity

A school's education program or activity includes locations, events, or circumstances over which the school exercised substantial control over both the respondent and the context in which the sexual harassment occurs...

Sexual Harassment

106.30 Sexual Harassment means conduct on the basis of sex that satisfies one or more of the following:

- 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;
- 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 recipient's education program or activity; or
- "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

Canvas for Parents

Carpool

Excuse Absence

Policies & Procedures

Title IX Reporting

RFP/IFB

School Land Trust / TSSA

School Report Card

Special Education

Volunteer Hours



How to file a Title IX complaint

Contact information for Stephanie Schmidt, our Title IX Coordinator:

Email: sschmidt@earlylightacademy.org

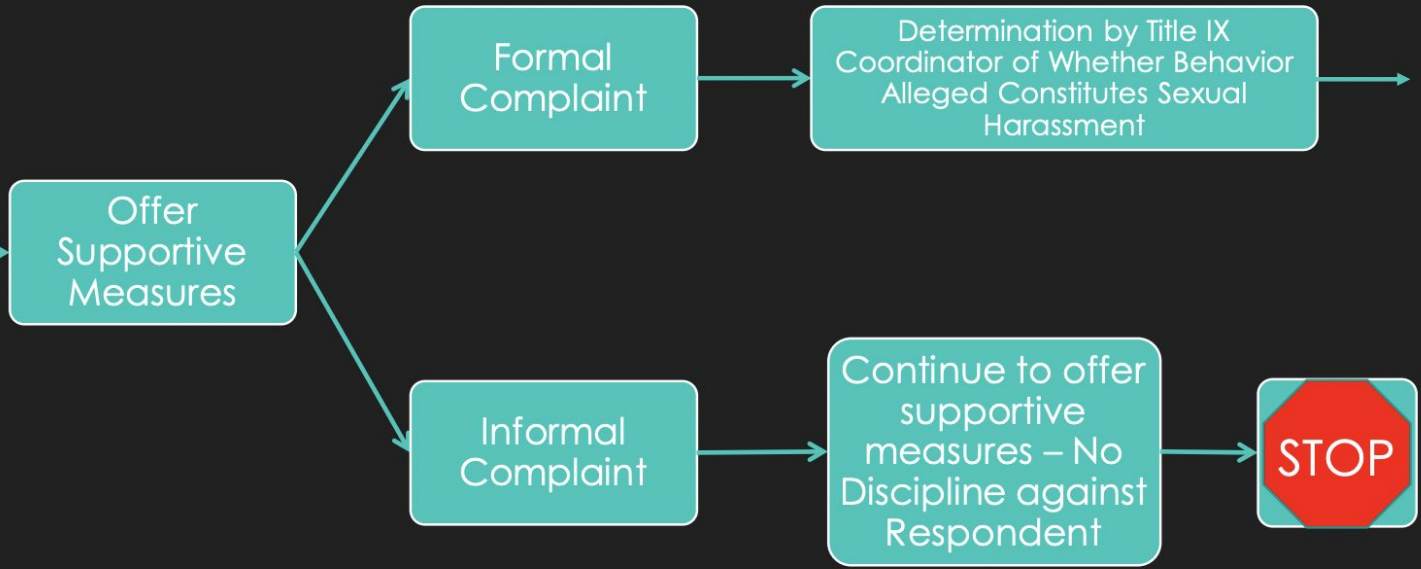
Phone: 801-302-5988

Title IX of the Education Amendments of 1972 states: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance, including state and local educational agencies. Educational programs and activities that receive federal funds from the Department of Education must operate in a nondiscriminatory manner. Also, a recipient may not retaliate against any person for opposing an unlawful educational practice or policy, or because a person made charges, testified, or participated in any complaint action under Title IX.

You can report the issue to the coordinator in person, by phone, or via email. State clearly that you are reporting an issue related to Title IX.

Include as much information as possible to support your claim. This includes:

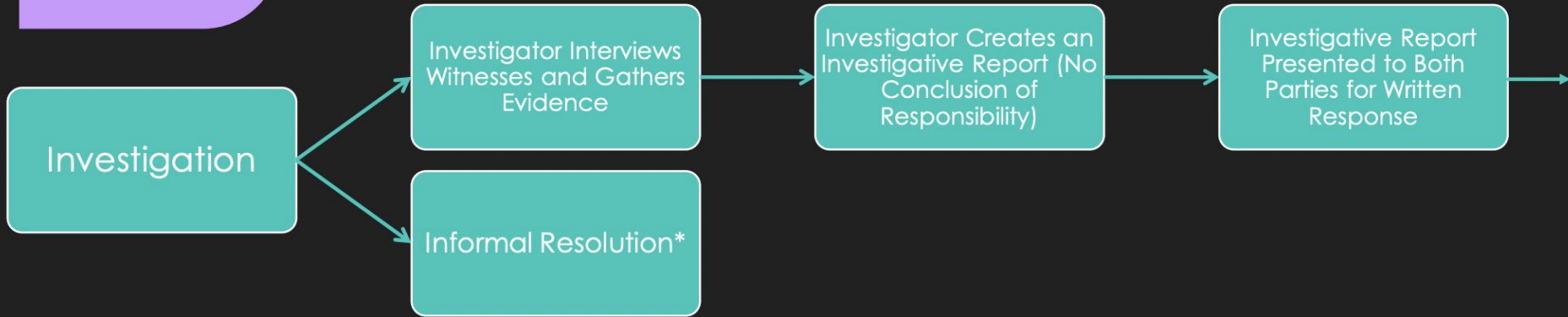
- A written description of what happened, including specific dates, times, and locations.
- The names of the person or people involved.
- Any witnesses and their contact information.
- Any supporting evidence, such as emails, text messages, or photographs.
- Request that the school investigate the allegation. Be assured that retaliation for reporting sex-based discrimination is illegal.



Supportive Measures

Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or respondent before or after the filing of a formal complaint or where no formal complaint has been filed.

Examples: counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas on campus, and other similar measures.



*Not available if the Respondent is an employee and the Complainant is a student



Remedies

Remedies must be designed to restore or preserve equal access to the school's education program or activity. Such remedies may include "supportive measures" or discipline for Respondents only *after* a determination of responsibility for sexual harassment has been made against the Respondent.

