# Title IX Athletic Equity Policy

## Policy Number: 5207

### I. Purpose

In accordance with Title IX of the Education Amendments of 1972, Summit Academy prohibits discrimination on the basis of sex in any athletic program or activity. No person shall, based on sex, be excluded from participation in, denied the benefits of, or subjected to discrimination in any interscholastic, extracurricular, or school-sponsored athletic program.

Summit Academy is committed to providing equal athletic opportunities and equitable treatment for all students regardless of sex in accordance with Title IX of the Education Amendments of 1972, applicable federal regulations, and state law. Summit Academy shall not discriminate on the basis of sex in any athletic program or activity and shall provide equitable participation opportunities, treatment, benefits, and services to student-athletes. Summit Academy will promptly address concerns regarding athletic equity and take appropriate corrective action when inequities are identified. This policy serves to:

- Protect students, employees, parents/guardians, volunteers, contractors, and other members of the school community from sex-based discrimination in athletics.
- Ensure equitable athletic participation opportunities for all students in accordance with Title IX requirements.
- Provide a process for reporting, investigating, and resolving concerns regarding athletic equity, including participation opportunities, treatment and benefits, facilities, equipment, scheduling, travel, coaching, publicity, funding, and other athletic resources.
- Establish clear procedures for reporting, investigating, and resolving Athletic Equity Complaints and for implementing corrective actions when inequities are identified.
- Define Summit Academy's commitment to providing equitable athletic opportunities, treatment, benefits, and services for all student-athletes.
- Promote compliance with Title IX standards regarding athletic participation opportunities through substantial proportionality, continued program expansion, or full and effective accommodation of student interests and abilities.
- Prohibit retaliation against any individual who reports an athletic equity concern, files a complaint, participates in an investigation, or assists in a compliance review.
- Establish ongoing monitoring, annual review, and reporting processes to ensure continued compliance with Title IX athletic equity requirements.
- Support fair, objective, and timely review of athletic programs and resources to promote equal access and opportunity for all student-athletes.

Conduct that does not rise to the level of an Athletic Equity violation as defined by this policy but is otherwise inappropriate, inequitable, discriminatory, unprofessional, retaliatory, or inconsistent with Summit Academy's expectations for athletic programs may still constitute a violation of other Summit Academy policies and shall be addressed through applicable school policies and procedures.

### II. Definitions

A. Actual Knowledge: Notice of a potential Athletic Equity concern, Athletic Equity Complaint, or allegations of inequitable treatment in athletics provided to the Title IX Coordinator, Athletic Director, any school official with authority to institute corrective measures, or any school employee.

B. Appeal Panel: A designated panel responsible for reviewing appeals regarding Written Determinations or dismissals of Athletic Equity Complaints. Members of the panel shall not have participated in the investigation, initial determination, or corrective action decision-making process.

C. Athletic Equity Investigation: A board assessment of institutional compliance across an entire athletic program (such as total participation opportunities, facility access, equipment budgets) rather than an individual disciplinary event.

D. Business Day: A regular, scheduled working day for LEA Staff.

E. Complainant: Any student, parent/guardian, employee, volunteer, contractors, and individuals directly affected by participation in Summit Academy athletic programs who files an Athletic Equity Complaint alleging inequitable athletic opportunities, treatment, benefits, services, or resources on the basis of sex.

F. Corrective Action Plan: A written plan developed by Summit Academy to address identified athletic inequities and achieve compliance with Title IX requirements. Corrective actions may include resource allocation, facility improvements, additional participation opportunities, scheduling changes, or other remedial measures.

G. Decision Maker(s): One or more individuals responsible for reviewing the investigative report and written responses to determine, based on a preponderance of the evidence, whether an Athletic Equity violation occurred and what corrective actions are necessary.

H. Deliberate Indifference: A response to a known Athletic Equity concern that is clearly unreasonable in light of the known circumstances and the institution's obligations under Title IX.

I. Equal Athletic Treatment and Benefits: The provision of substantially equivalent athletic experiences, services, benefits, and opportunities for students regardless of sex. Factors may include equipment, facilities, coaching, scheduling, travel, publicity, medical services, and other athletic resources.

J. Formal Complaint: A written document filed by a complainant, parent/guardian, employee, or signed by the Title IX Coordinator alleging a violation of this Athletic Equity Policy and requesting an investigation.

K. Respondent Program: The athletic team, program, department, activity, practice, or institutional action alleged to have created or contributed to an Athletic Equity concern.

L. Retaliation: Prohibited conduct against any individual for reporting an athletic equity concern, filing a complaint, participating in an investigation, serving as a witness, assisting with a compliance review, or otherwise exercising rights protected under Title IX. Retaliation includes intimidation, threats, coercion, discrimination, adverse actions, or interference intended to discourage participation in the complaint process.
    a. More detail found in Anti-Discrimination Policy.

b. Defined in Bullying, Cyber-Bullying, Hazing and Retaliation Policy.

M. Athletic Equity Violation: A failure to provide equitable athletic participation opportunities, treatment, benefits, services, or resources as required under Title IX, federal regulations, state law, or Summit Academy policy.

N. Athletic Equity Concern: A reported condition, practice, policy, decision, or allocation of resources that may result in inequitable athletic opportunities, benefits, treatment, or participation on the basis of sex but has not yet been determined to constitute a policy violation.

O. Student Interest and Ability Assessment: A review process used to determine whether Summit Academy is effectively accommodating the athletic interests and abilities of students, particularly members of an underrepresented sex.

P. Supportive Measures: Non-disciplinary, non-punitive individualized services, or actions designed to preserve equal access to athletic opportunities while a complaint is pending. Examples may include temporary facility access adjustments, scheduling modifications, participation accommodation, additional monitoring, or other measures designed to maintain equitable opportunities.

Q. Three-Prong Test: An evaluation for an athletic program's compliance in at least one of three legal standards: substantial proportionality, history and continuing practice, and full and effective accommodation.

R. Title IX Coordinator: The individual designated by Summit Academy to coordinate Athletic Equity compliance, receive complaints, oversee investigations, monitor corrective actions, and ensure compliance with Title IX athletic requirements.

S. Title IX Team: Made up of the Coordinator, the Investigator(s), the Decision Maker(s), including the LEA Executive Director, and for appeals, the Summit Academy Board of Trustees.
   a. Title IX Coordinator: Director of Human Resources
   b. Lead Investigator: Director of Facilities & Safety
   c. Lead Decision Maker: LEA Executive Director
   d. Appellate Decision Maker: Board of Trustees
   e. Informal Resolution Facilitator: Director of Human Resources.

**III. Nondiscrimination in Athletics**

Summit Academy prohibits discrimination on the basis of sex in any athletic program or activity.
Summit Academy shall provide substantially equivalent opportunities and treatment regarding:

- Athletic participation opportunities.
- Team offerings and levels of competition.
- Equipment and supplies.
- Uniforms.
- Scheduling games and practices.
- Travel and transportation.
- Locker rooms and facilities.
- Practice and competitive facilities.
- Coaching and academic support.
- Athletic training and medical services.

- Publicity and promotion.
- Recruitment activities.
- Housing and dining benefits, where applicable.
- Any other benefit or opportunity associated with participation in athletics.

**IV. Equal Athletic Participation Opportunities**

Summit Academy shall provide athletic participation opportunities in a manner consistent with Title IX. Compliance may be demonstrated through one or more of the following:

A. Substantial Proportionality: Participation opportunities for male and female students are provided in numbers substantially proportionate to their respective enrollments.

B. History and Continuing Practice of Program Expansion: Summit Academy demonstrates a history and continuing practice of expanding athletic opportunities for the underrepresented sex.

C. Full and Effective Accommodation: Summit Academy fully and effectively accommodates the interests and abilities of the underrepresented sex. Summit Academy shall periodically evaluate participation opportunities to ensure continued compliance with Title IX athletic requirements.

**V. Equal Treatment and Benefits**

Summit Academy shall provide equivalent treatment, benefits, and opportunities for male and female student-athletes. Factors considered may include:

- Equipment and supplies.
- Uniform quality and replacement schedules.
- Scheduling games and practices.
- Travel and transportation.
- Per diem allowances.
- Coaching assignments and availability.
- Facilities and maintenance.
- Locker rooms.
- Medical and athletic training services.
- Strength and conditioning opportunities.
- Academic support services.
- Publicity and promotional activities.
- Awards and recognition.
- Any other athletic benefit or service.

Equivalent treatment does not require identical expenditures but should provide equivalent overall athletic experiences.

**VI. Athletic Facilities Equity**

Summit Academy shall provide equitable access to athletic facilities, including:

- Gymnasiums.
- Athletic fields.
- Competition venues.
- Practice facilities.
- Locker rooms.
- Weight rooms.

- Athletic training areas.
- Equipment storage facilities.
- Spectator accommodations.
- Scoreboards.
- Lighting.
- Restrooms.
- Concession facilities.

Facilities shall be regularly reviewed to identify and correct inequities.

**VII. Athletics Complaint Procedure**

A. Alleged Athletic Equity concerns may be reported to the Title IX Coordinator by students, parents/guardians, employees, volunteers, contractors, or community members. The Title IX Coordinator shall determine whether the report involves an individual Athletic Equity Complaint, a program-wide athletic equity review, or both.

B. Formal Athletic Equity Complaint: A formal complaint must be submitted in writing to the Title IX Coordinator. Formal complaints will be accepted from any individual who is participating, has participated, or alleges that they were denied participation in a Summit Academy athletic program or activity, as well as any individual alleging an Athletic Equity violation within the scope of this policy.

   a. A Formal Athletic Equity Complaint should include, when known:
      - Name, home address, email address, and telephone number of the complainant.
      - Date(s) of the alleged inequity or concern.
      - The athletic team, program, department, activity, or practice involved.
      - A description of the alleged inequity, unequal treatment, or Title IX concern.
      - A description of the impact or harm caused by the alleged inequity.
      - Any known witnesses or individuals with relevant information.
      - Any supporting documentation or evidence available to the complainant; and
      - A description of the remedy sought.

        Providing a description of the remedy sought does not confer authority upon the complainant or the complainant's parent/legal guardian to determine the outcome of the investigation, corrective actions, resource allocation, or compliance measures. The determination of findings, remedies, and corrective actions rests solely within the authority and discretion of Summit Academy.

        The complaint should include the complainant's physical or electronic signature. A parent or legal guardian may sign and submit a complaint on behalf of a minor student.

C. Reporting an Athletic Equity complaint may occur at any time in which the complainant, or guardian with enrolled child, is enrolled and affected by the disparity.

D. Individuals submitting complaints shall be informed of the availability of disability accommodation, language assistance services, and other reasonable support necessary to ensure meaningful participation in the complaint and investigation process.

**VIII. Type of Complaint – Individual Complaint vs Program Reviews**

Title IX athletic equity complaints may involve one athlete denied equal opportunity, one team receiving unequal treatment, and/or entire athletic programs having systemic disparities.

A. Individual Athletic Equity Complaint: related to unequal treatment of a specific athlete or team.
B. Programmatic Athletic Equity Review: analysis of participation opportunities or treatment across all sports.

## IX. Initial Response

**Receipt of Notice to Title IX Coordinator:**

- If a school administrator, Athletic Director, or the Title IX Coordinator becomes aware of a potential Athletic Equity concern, the Title IX Coordinator shall conduct an initial assessment to determine whether the reported concern may constitute a violation of this policy.
- If there is evidence that the reported conduct, condition, practice, or allocation of resources may result in inequitable athletic opportunities, treatment, benefits, or services on the basis of sex, the matter shall be reviewed under this policy.
    - For situations involving students, either the Title IX Coordinator or Title IX Investigator shall contact the parents/legal guardian.
    - Upon receiving a report of a potential Athletic Equity concern, the Title IX Coordinator may implement appropriate interim measures designed to preserve equitable access to athletic opportunities while the matter is being reviewed.

Upon receipt of actual knowledge of an Athletic Equity concern or allegations of an Athletic Equity violation, the Title IX Coordinator shall promptly contact the complainant to discuss:

- The availability of supportive measures and interim accommodations.
- The complainant's preferences regarding supportive measures.
- The availability of supportive measures with or without the filing of a Formal Athletic Equity Complaint.
- The process for filing, investigating, and resolving a Formal Athletic Equity Complaint.
- The right to be accompanied by an advisor of the complainant's choice throughout the complaint process; and
- The availability of disability and language accommodations.

The Title IX Coordinator should consult with and implement supportive measures in collaboration with the Athletic Director, school administrator, and other appropriate personnel. The Title IX Coordinator shall be responsible for coordinating the effective implementation of supportive measures.

**Supportive Measures**

Supportive measures may include:

- Temporary adjustments to practice schedules.
- Temporary facility access modifications.
- Additional supervision or monitoring.
- Equalization of access to equipment or resources during the review process.
- Schedule modifications.
- Participation in accommodations.
- Alternative practice arrangements.
- Communication accommodations.
- Other individualized measures reasonably designed to preserve equal access to athletic opportunities and benefits.

Summit Academy shall maintain confidentiality regarding supportive measures to the extent possible while still allowing the Academy to effectively implement such measures.

**Interim Actions and Immediate Corrective Measures**

If the Title IX Coordinator determines that a reported concern may result in ongoing inequitable access to athletic opportunities or benefits, the Academy may implement temporary measures pending the outcome of the investigation.

Such measures should be designed to preserve equitable access and should not be considered a final determination of responsibility or a disciplinary action.

Summit Academy shall not unnecessarily restrict student participation in athletics while a complaint is pending unless required by law, safety considerations, eligibility requirements, or governing athletic association rules.

**Complaints Received Prior to a Formal Complaint**

If the Title IX Coordinator receives information from a student, parent/guardian, employee, coach, volunteer, community member, or administrator regarding a potential Athletic Equity concern before receiving a Formal Athletic Equity Complaint, the Coordinator may contact the reporting party, gather preliminary information, and determine whether to initiate a Formal Athletic Equity Complaint on behalf of the Academy.

**Consolidation of Complaints**

The Title IX Coordinator may consolidate Athletic Equity Complaints involving:

- Multiple complainants;
- Multiple athletic programs or teams.
- Multiple departments.
- Similar allegations involving common facts or circumstances; or
- Program-wide equity concerns affecting multiple students or athletic programs.

When complaints are consolidated, the investigation may address both individual concerns and broader Athletic Equity compliance issues.

## X. Investigation of Athletics Equity Complaints

The procedures outlined in this section are intended to ensure a thorough, fair, and objective review of Athletic Equity concerns. Minor procedural deviations shall not invalidate an otherwise equitable investigation. Investigators shall exercise reasonable professional judgment and adapt procedures to the circumstances of each complaint while ensuring compliance with Title IX and this policy.

**Athletic Equity Investigation Standards**

Summit Academy will conduct Athletic Equity investigations in accordance with Title IX athletic compliance requirements. Athletic Equity investigations shall be centered on the Three-Prong Test and other applicable Title IX standards governing participation opportunities, treatment and benefits, facilities, resources, and services.

When evaluating athletic participation opportunities, Summit Academy shall determine whether at least one of the following Three-Prong Test standards is satisfied:

Prong 1: Substantial Proportionality

- The percentage of female and male student-athletes participating in interscholastic athletics is substantially proportionate to the percentage of female and male students enrolled at Summit Academy.

Prong 2: History and Continuing Practice of Program Expansion

- Summit Academy demonstrates a continuing history and practice of expanding athletic participation opportunities for the underrepresented sex.

Prong 3: Full and Effective Accommodation

- Summit Academy demonstrates that the interests and abilities of the underrepresented sex are fully and effectively accommodated through existing athletic offerings and opportunities. This evaluation may include student interest surveys, participation data, requests for additional sports, tryout information, feeder programs, club sports participation, and consideration of elevating club programs to interscholastic competitions where appropriate.

Athletic Equity investigations may also evaluate:

- Equipment and supplies.
- Scheduling practices and competitions.
- Travel and transportation.
- Locker rooms and athletic facilities.
- Coaching assignments and availability.
- Athletic training and medical services.
- Strength and conditioning opportunities.
- Publicity and promotion.
- Budget allocations and expenditures.
- Facilities, access and quality; and
- Other treatment and benefits provided to student-athletes.

**Dismissal**

Upon receipt of a Formal Athletic Equity Complaint, the Title IX Coordinator shall determine whether the complaint must or may be dismissed. A dismissal may occur at any point during the review process.

**Mandatory Dismissal**

The Title IX Coordinator shall dismiss a complaint if:

- The allegations, even if proven, would not constitute an Athletic Equity violation under this policy.
- The allegations do not involve a Summit Academy athletic program or activity; or
- The allegations are beyond the scope of Summit Academy's authority to investigate or remedy.

Dismissal under this section does not preclude review under another Summit Academy policy or procedure.

**Discretionary Dismissal**

The Title IX Coordinator may dismiss a complaint if:

- The complainant requests withdrawal of the complaint in writing.
- Sufficient evidence cannot be obtained despite reasonable efforts; or
- Circumstances otherwise prevent the Academy from reaching a reliable determination.

If a complaint is dismissed, the Title IX Coordinator shall provide written notice to the complainant and notice of appeal rights.

**Assignment of Investigator**

The Title IX Coordinator shall notify the Executive Director, Athletic Director, and any other applicable administrator when opening an investigation and assigning an investigator.

The Title IX Coordinator may conduct the investigation or assign it to an investigator.

The investigator should receive training regarding:

- Title IX athletic compliance standards.
- The Three-Prong Test.
- Athletic participation opportunity requirements.
- Equal treatment and benefits requirements.
- Investigation procedures.
- Evidence gathering and analysis.
- Preparation of investigative reports; and
- How to serve impartially by avoiding conflicts of interest, bias, and prejudgment.

The investigator shall establish and maintain an investigation file and document all investigative activities, evidence, interviews, findings, and corrective action recommendations.

**Investigative Procedures**

Summit Academy shall bear the burden of gathering evidence sufficient to reach a determination regarding compliance with this policy.

**Notice of Allegations**

Upon receipt of a Formal Athletic Equity Complaint, the Title IX Coordinator shall provide written notice that includes:

- Notice of Summit Academy's complaint and investigation process.
- Notice of any available informal resolution process.
- A description of the allegations and known facts.
- The athletic program, team, department, or activity involved.
- The date or time period at issue, if known.
- Notice that parties may have an advisor of their choice.
- Notice that parties may inspect, and review evidence gathered during the investigation; and
- Notice that knowingly providing false information may result in disciplinary action.

**Interviews**

The investigator shall provide written notice of the date, time, location, participants, and purpose of investigative interviews, with sufficient time for participants to prepare.

The investigator may interview:

- The complainant.
- Athletic administrators.
- Coaches.
- Student-athletes.
- Parents or guardians.
- Witnesses; and

- Other individuals with relevant information.

Each party shall have an equal opportunity to identify witnesses, present evidence, and provide information relevant to the complaint.

The investigator may conduct follow-up interviews when necessary to ensure all relevant facts have been gathered.

**Evidence and Data Collection**

The investigator may collect and review:

**Participation Opportunity Data**

- Enrollment data by sex.
- Athletic participation data by sex.
- Team rosters.
- Varsity and junior varsity participation.
- History of adding or eliminating sports.
- Student interest surveys.
- Requests for new teams or athletic opportunities.
- Tryout records; and
- Other information relevant to the Three-Prong Test.

**Treatment and Benefits Data**

- Equipment and supplies.
- Uniforms.
- Practice and competition schedules.
- Travel accommodations.
- Locker rooms.
- Facilities.
- Coaching assignments
- Athletic training services.
- Academic support.
- Publicity and promotional activities; and
- Other benefits provided to athletes.

**Financial Data**

- Team budgets.
- Athletic department expenditures.
- Booster club contributions.
- Facility investments.
- Equipment expenditures; and
- Coaching expenditures.

**Preservation of Evidence**

The investigator shall gather and preserve all relevant evidence to the extent such records exist and are reasonably available, including:

- Participation records.
- Team rosters.
- Financial records.

- Budget documents.
- Facility assessments.
- Photographs.
- Email communications.
- Surveys.
- Meeting minutes.
- Board reports.
- Policies and procedures.
- Public communications; and
- Any other information relevant to the complaint.

**Informal Resolution**

The Academy may offer informal resolutions when appropriate.

Informal resolution may include:

- Corrective action agreements.
- Resource allocation adjustments.
- Schedule modifications.
- Facility improvements.
- Participation opportunity adjustments; or
- Other mutually agreed remedies.

Parties may withdraw from informal resolution and resume the formal investigation process at any time before resolution is reached.

**Investigative Report**

Prior to completing the investigative report, the investigator shall provide parties with access to evidence gathered during the investigation and a draft investigative report.

The parties shall have at least ten (10) calendar days to review the evidence and submit a written response.

The investigator shall objectively evaluate all relevant evidence and prepare a final written report.

The report shall fairly summarize relevant evidence and should include:

- A description of the complaint.
- A description of any interim measures provided.
- A summary of participation, treatment, benefits, facilities, and financial information reviewed.
- A detailed description of the investigation.
- Individuals interviewed.
- Evidence considered.
- Findings of fact; and
- Conclusions regarding compliance with this policy.

The investigator shall simultaneously provide the final report to the parties and the Title IX Coordinator.

The parties shall have ten (10) calendar days to submit a written response before a Written Determination is issued.

**Determination Regarding Athletic Equity Compliance**

The Decision Maker shall review the investigative report and all responses submitted by the parties.

The Decision Maker shall determine, using a preponderance of the evidence standard, whether Summit Academy is in compliance with this policy and Title IX athletic equity requirements.

The Decision Maker shall objectively evaluate all relevant evidence and may consult with the investigator, legal counsel, and appropriate administrators.

**Written Determination**

The written determination shall include:

- Identification of the allegations.
- A description of the investigative steps taken.
- Findings of fact.
- Conclusions regarding application of policy requirements.
- Determinations regarding compliance or noncompliance.
- Identification of inequities, if any.
- Any required corrective actions.
- Timeframes for completing corrective actions; and
- Information regarding appeal rights.

The written determination shall be provided simultaneously to all parties.

**Corrective Actions**

When inequities are identified, Summit Academy should take prompt and effective corrective action. Corrective actions may include, but are not limited to:

- Expansion of athletic participation opportunities.
- Addition of teams or levels of competition.
- Facility improvements.
- Equipment purchases.
- Coaching adjustments.
- Schedule modifications.
- Equalization of benefits and services.
- Increased funding or resource allocation.
- Program restructuring.
- Multi-year compliance plans; or
- Other actions necessary to achieve Title IX compliance.

The selection of corrective actions remains within the discretion of Summit Academy based upon available resources, legal requirements, and operational feasibility.

**Investigation Timeline for Athletic Equity Investigations**

Because Athletic Equity reviews frequently involve systemic and program-wide compliance issues, investigation timelines may vary depending on the nature and scope of the complaint.

**Multi-Year Evaluation Windows**

Athletic Equity investigations may rely upon historical and longitudinal data rather than a single event. Investigators may review participation opportunities, facilities, budgets, expenditures, treatment and benefits, and compliance efforts over a period of three (3) to five (5) years.

**Long-Term Remediation Schedules**

Where corrective action requires facility improvements, program expansion, budget adjustments, or other systemic changes, Summit Academy may utilize graduated compliance plans and multi-year remediation schedules to achieve compliance.

**Individual Complaint Timelines**

Individual Athletic Equity Complaints generally follow the following timelines:

- Initial contact within a few days of receiving the complaint.
- Intake review within one (1) to two (2) weeks.
- Ten (10) calendar days for evidence review.
- Ten (10) calendar days for draft investigation report review.
- Ten (10) calendar days for response to the final investigative report.
- Five (5) calendar days to appeal a dismissal; and
- Ten (10) calendar days to appeal a Written Determination.

These timelines are aspirational and may be extended for good cause.

**Programmatic Equity Review Timeline**

Summit Academy may conduct a programmatic equity review as a self-audit or in response to a complaint. Due to the comprehensive nature of the review, a comprehensive audit may last 60-120 days. A thorough review may include a phased review process, including data and roster collection, qualitative assessment and surveys, gap analysis and draft findings, and corrective action plan and board approval.

- Summit Academy will aim to complete the investigation and issue a written determination within 60-90 calendar days for reviews triggered by a complaint.

**Annual Athletic Equity and Title IX Report**

In accordance with Utah Code 53G-6-1101, Summit Academy shall provide an annual Athletic Equity and Title IX Report to the Board of Trustees before the beginning of each academic year.

The report shall include:

- The number and type of interscholastic sports available, categorized by gender designation.
- The number of students participating in each gender-designated sport, categorized by sex.
- The amount of spending devoted to each gender-designated sport, reported in total and on a per-participant basis.
- A comparison and evaluation of designated practice and competition facilities.
- Information regarding Summit Academy's efforts to comply with Title IX and applicable state law; and
- An action plan if a discrepancy of ten percent (10%) or greater exists between male-designated and female-designated athletic participation opportunities.

The Board of Trustees shall review the report in a public meeting as required by law.

## XI. Training; Dissemination

- Summit Academy recognizes the importance of educating employees, coaches, administrators, student-athletes, and other stakeholders regarding Athletic Equity requirements, Title IX athletic compliance, and the provision of equitable athletic opportunities and benefits. To that end, Summit

Academy shall provide ongoing training and education regarding Athletic Equity obligations and best practices.

- Notice of this policy should be distributed as appropriate, and training may be provided to employees, coaches, administrators, student-athletes, and others involved in the administration or operation of athletic programs.
- Materials from Athletic Equity and Title IX athletics compliance training provided to the Title IX Athletic Equity Team shall be made publicly available on Summit Academy's website as required by law.
- This policy may be posted on Summit Academy's website and included in student, employee, athletic, and other relevant stakeholder communications.
- Summit Academy may provide periodic training regarding Athletic Equity requirements, Title IX compliance, reporting procedures, complaint resolution processes, equitable treatment and benefits, and the prevention of sex-based discrimination within athletic programs and activities.

**XII. Summit Academy Title IX Coordinator**

Human Resources Director
1225 E 13200 S.
Draper, UT 84020
801-438-4500
HR@summitacademyschools.org
Outside Organization Contacts:

- Office of Civil Rights
- Equal Employment Opportunity Commission

**XIII. Attachments**

**XIV. References**

Utah Code§ 62A-4a-412.
Utah Code § 53G-6-11
Summit Academy Title IX Grievance Form
5204 Anti-Discrimination Policy
5203 Bullying, Cyber Bullying, Hazing, and Retaliation Policy
4002 Child Abuse-Neglect Reporting Policy

**XV. Revision History and Approval Date**

Version 1: November 18, 2026: Original Date of Approval