Mountain View Montessori
Title IX Policy

1. Purpose

Mountain View Montessori ("MVM" or "the School") is committed to providing an educational environment free from sex discrimination, including sexual harassment, sexual assault, dating violence, domestic violence, and stalking, in accordance with Title IX of the Education Amendments of 1972 and related federal and state laws.

This policy outlines the School's responsibilities, definitions, reporting procedures, and investigation processes.

2. Scope

This policy applies to:
- All students, employees, applicants for admission or employment, parents/guardians, and other participants in School programs and activities.
- Conduct that occurs on campus, during school-sponsored activities, or off-campus if it creates a hostile environment or limits participation in a School program.

3. Policy Statement

No person shall, on the basis of sex, be excluded from participation in, denied the benefits of, or be subjected to discrimination under any education program or activity operated by MVM.

The School prohibits sexual harassment, including quid pro quo harassment, hostile environment harassment, and sexual violence.

Retaliation against individuals who make a complaint or participate in an investigation is strictly prohibited.

4. Definitions

A. Sexual Harassment (as defined by Title IX) means conduct on the basis of sex that satisfies one or more of the following:
1. Quid Pro Quo: An employee conditioning the provision of aid, benefit, or service on participation in unwelcome sexual conduct.
2. Hostile Environment: Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies access to a School program or activity.
3. Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined in the Clery Act and Violence Against Women Act.

B. Complainant: The individual alleged to be the victim.

C. Respondent: The individual alleged to be the perpetrator.
D. Formal Complaint: A written, signed complaint requesting an investigation.

5. Title IX Coordinator

The School designates a Title IX Coordinator to oversee compliance and respond to all reports.

Title IX Coordinator:
Name: Brian Clyne
Email: bclyne@mvmutah.org
Phone: 435-251-8539
Address: Mountain View Montessori,1160 North 645 West, Washington, Utah

6. Reporting

Any person may report sexual harassment (in person, by mail, email, phone, or online).
Reports may be made at any time, including non-school hours, using the Title IX Coordinator's contact information.
Anonymous reports will be reviewed, though they may limit the School's ability to investigate.

7. Response Obligations

Upon receiving a report, the School will:
1. Contact the complainant to offer supportive measures.
2. Explain the formal complaint process.
3. Ensure both parties are treated equitably and without bias.

8. Supportive Measures

Available to both complainants and respondents, and may include:
- Counseling referrals
- Schedule changes
- Class or activity adjustments
- Increased supervision
- No-contact directives

9. Grievance Process

If a formal complaint is filed:
1. Written Notice: Both parties receive written notice of the allegations.
2. Investigation: A trained investigator gathers evidence and interviews witnesses.
3. Evidence Review: Both parties may review and respond to evidence.
4. Decision: A decision-maker (not the investigator) issues a written determination.
5. Appeals: Both parties may appeal for procedural errors, new evidence, or bias.

10. Training

All Title IX personnel (Coordinator, investigators, decision-makers) will receive annual training on:

- Definitions and scope of Title IX
- Conducting impartial investigations
- Avoiding conflicts of interest and bias

11. Recordkeeping

The School will maintain records for seven years including:

- Investigations
- Determinations
- Disciplinary sanctions
- Supportive measures
- Training materials

12. Retaliation Prohibited

Any form of intimidation, threats, coercion, or discrimination against individuals for participating in a Title IX process is prohibited.

13. Related Policies

This policy should be read in conjunction with:

- Bullying, Cyberbullying, Hazing, and Retaliation Policy
- Student Code of Conduct
- Employee Handbook Policies on Harassment

14. Policy Review

This policy will be reviewed annually with stakeholder input to ensure compliance with changes in law and regulation.