



Discrimination, Harassment, Sexual Harassment, and Retaliation Prohibited

AS REQUIRED UNDER FEDERAL REGULATIONS TITLE IX, VI, VII, SEC. 504

Any student or employee who feels they have been unlawfully discriminated or retaliated against, harassed, sexually harassed, or has witnessed an unlawful act should report as follows:

- Report acts of discrimination, harassment, or retaliation to a principal, teacher, supervisor, administrator, or the human resources department as soon as possible.
- Report acts of sexual harassment involving students to the school's Deputy Title IX Coordinator, whose name is listed on the school's main web page.
- Report acts of sexual harassment involving employees to the district's Title IX Coordinator, Tina Hatch.
- An investigation of the complaint will be conducted fairly and as quickly as possible.
- The complaint may be handled informally or formally.
- All investigations will be conducted in a way that protects the privacy of those involved to the greatest extent possible.
- An individual who feels unsafe for any reason should report their concerns to an administrator, a supervisor, or the Title IX Coordinator, who may determine appropriate support measures to ensure the individual feels safe in the work/educational environment.
- Both parties will be notified of the findings of the investigation.

All questions related to discrimination, harassment, sexual harassment, and retaliation should be directed to the Title IX Coordinator:

Kara Salisbury
Wasatch Charter School
Phone: Main (801) 871-3950
Fax: (385) 557-5190
1458 East Murray Holladay Rd., Salt Lake City, UT 84117
Email: ksalisbury@wasatchwaldorf.org

You may also contact:

Holly Bell

Utah State Board of Education

250 East 500 South, Salt Lake City, Utah 84114

Phone: 801-538-7828

Nothing in policy or procedure prohibits a person from filing a discrimination or harassment complaint with the Regional Office for Civil Rights:

Department of Education, Region VIII, Federal Office Building, 1244 Speer Blvd., Suite 300, Denver, CO 80204.

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status.

The district is committed to providing equal access and equal opportunity in its programs, services, and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters.

The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Codes, including scouting groups.

The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation:

Kara Salisbury

Title IX Coordinator

Wasatch Charter School

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