



L3HARRIS Flight Academy Title IX Policy Statement

L3HARRIS Flight Academy adheres to all federal, state, and local civil rights laws prohibiting discrimination in employment and education. The L3HARRIS Flight Academy does not discriminate in its admissions practices [except as permitted by law], in its employment practices, or in its educational programs or activities on the basis of sex/gender. As a recipient of federal financial assistance for education activities, L3HARRIS Flight Academy is required by Title IX of the Education Amendments of 1972 to ensure that all of its education programs and activities do not discriminate on the basis of sex/gender. Sex includes [sex, sex stereotypes, gender identity, gender expression, sexual orientation, and pregnancy or parenting status].

L3HARRIS Flight Academy also prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internal or external to the institution. Sexual harassment, sexual assault, dating and domestic violence, and stalking are forms of sex discrimination, which are prohibited under Title IX and by L3HARRIS Flight Academy policy.

Any member of the campus community, guest, or visitor who acts to deny, deprive, or limit the educational, employment, residential, or social access, opportunities and/or benefits of any member of the L3HARRIS Flight Academy community on the basis of sex is in violation of the L3H Academy Title IX Policy Handbook.

Any person may report sex discrimination (whether or not the person reporting is the person alleged to have experienced the conduct), in person, by mail, by telephone, by video, or by email, using the contact information listed for the Title IX Coordinator (below). A report may be made at any time (including during non-business hours) by telephone or email.

Questions regarding Title IX, including its application and/or concerns about noncompliance, should be directed to the Title IX Coordinator. For a complete copy of the policy or for more information, please contact the Title IX Coordinator listed below.

Individuals who believe they have experienced sex discrimination, harassment, and/or retaliation in violation of L3HARRIS Flight Academy policy should contact the following:

➤ Individual with Oversight for All Non-Discrimination

Shari Riddell
Administration Building
2694 Flightline Ave., Sanford, FL 32773
Telephone: 407-430-4141
Email: Shari.Riddell@L3Harris.com

➤ Title IX Coordinator

Richard Hilmer Jr.
Administration Building
2694 Flightline Ave., Sanford, FL 32772
Telephone: 407-430-4154
Email: Richard.Hilmer@L3Harris.com



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A person may also file a complaint with the appropriate federal, state, or local agency within the time frame required by law. Depending upon the nature of the complaint, the appropriate agency may be the federal Equal Employment Opportunity Commission (EEOC), Office for Civil Rights (OCR) of the U.S. Department of Education, the Department of Justice, and/or the Florida Commission on Human Relations.

Florida Commission on Human Relations
4075 Esplanade Way Unit 110, Tallahassee, FL, 32399
850-488-7082
fchrinfo@fchr.myflorida.com

EEOC Field Office: Miami Tower
100 SE 2nd Street, Suite 1500, Miami, FL 33131
1-800-669-4000

OCR District/Field Office: Atlanta Office
Office for Civil Rights, U.S. Department of Education
61 Forsyth St. S.W., Suite 19T10, Atlanta, GA 30303-8927
404-974-9406
OCR.Atlanta@ed.gov

Assistant Secretary for Civil Rights
Office for Civil Rights, National Headquarters, U.S. Department of Education
Lyndon Baines Johnson Dept. of Education Building
400 Maryland Avenue SW, Washington, DC 20202-1100
800-421-3481
OCR@ed.gov

Within any resolution process related to this policy, L3HARRIS Flight Academy provides reasonable accommodations to persons with disabilities and religious accommodations, when that accommodation is consistent with state and federal law.

Title IX team members are trained using ATIXA Training Materials: <https://atixa.org/2020-regulations-requirement-posting-of-training-materials/> Not all training materials are utilized. Please contact the Title IX Coordinator for individual training accomplishments.