

## **NOTICE OF NONDISCRIMINATION And EQUAL OPPORTUNITY**

Students, parents of elementary and secondary school students, employees, applicants for admission and employment and sources of referral of applicants for admission and employment with De Soto School District are hereby notified that this institution does not discriminate on the basis of sex or handicap in admission, access to, treatment, or employment in its programs and activities.

Applications for admission and employment, students, parents of elementary and secondary school students, employees, sources of referral of applicants for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with De Soto 73 School District are hereby notified that as a political subdivision, employer, recipient of federal funds and education institution, the Board of Education is prohibited from, and hereby declares a policy against, engaging in unlawful discrimination, including harassment creating a hostile environment, on the basis of race, color, religion, sex, national origin, ancestry, disability, age or use of leave protected by the "Family and Medical Leave Act", in its programs, activities and with regard to employment, the Board is an equal opportunity employer. This notice can be made available in large print, on audiotape, and in Braille. This notice will be provided in native languages as appropriate.

Any person having inquiries concerning the De Soto 73 School District's compliance with equal opportunity employment or regulations implementing The Americans with Disabilities Act, Title VI, Title IX, Section is directed to contact the following designated coordinators located at 610 Vineland School Road, De Soto MO 63020.

Equal Opportunity Employment – Kelly Gersch – Central Office, (636) 586-1000  
The Americans with Disabilities Act – Debbie Killingsworth – (636) 586-1000  
Title VI of the Civil Rights Act –Dorean Dow – (636) 586-1000  
Title IX of the Education Amendments of 1972 – Debbie Killingsworth – (636) 586-1000  
Section 504 of the Rehabilitation Act of 1973 – Debbie Killingsworth – (636) 586-1000  
Homeless Students and English as Second Language – Debbie Killingsworth – (636) 586-1000

Any person may also contact the Assistant Secretary for Civil Rights, U.S. Department of Education, regarding De Soto School District's compliance with the regulations.

## **GRIEVANCE PROCEDURE**

A grievance procedure has been adopted by the De Soto School District to expedite prompt and equitable resolution of any complaint. Any student, parent, or employee alleging non-compliance with any part of Title IV, Title IX, or ADA should file a written complaint with Debbie Killingsworth, Special Services Director, De Soto School District, 610 Vineland School Rd., De Soto, MO 63020. Any Student, parent, or employee alleging non-compliance with any part of Section 504 of the Rehabilitation Act should file a written complaint with Debbie Killingsworth, Special Services Director, De Soto School District, 610 Vineland School Rd., De Soto, MO 63020.