

**PROHIBITION AGAINST DISCRIMINATION, HARASSMENT AND RETALIATION**  
***(Notice of Nondiscrimination)***

**General**

The Park Hill School District Board of Education is committed to maintaining a workplace and education environment that is free from discrimination and harassment in admission or access to, or treatment or employment in, its programs, services, activities and facilities. In accordance with law, the district strictly prohibits discrimination and harassment against employees, students or others on the basis of race, color, religion, sex, national origin, ancestry, disability, age, genetic information or any other characteristic protected by applicable law in its programs, activities or in employment. The Board also prohibits retaliatory actions against those who report or participate in the investigation of prohibited discrimination or harassment. The Park Hill School District is an equal opportunity employer.

**Facilities**

The district also provides equal access to the Boy Scouts of America, the Girl Scouts of the United States of America and other designated youth groups in accordance with federal law.

**School Nutrition Programs**

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices and employees, and institutions participating in or administering USDA programs (including the district), are prohibited from discriminating based on race, color, national origin, sex, disability, age or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by the USDA. These programs include the National School Lunch Program, the School Breakfast Program and the Summer Food Service Program.

**Individuals with Disabilities**

The district will identify, evaluate and provide a free, appropriate education to all students with disabilities in accordance with applicable law. Anyone who knows or believes that a child may have a disability, regardless of whether the child is currently enrolled in the district, is encouraged to contact the district's compliance officer listed below.

Anyone who, because of a disability, requires an auxiliary aid or service for effective communication or requires a modification of policies or procedures to participate in a program, service or activity should contact the compliance officer listed below as soon as possible, but no later than 48 hours before the scheduled event.

## **Reporting**

The district's nondiscrimination policy and grievance forms are located on the district's website at [www.parkhill.k12.mo.us](http://www.parkhill.k12.mo.us) or at any district office.

The following compliance officer has been designated to address inquiries, questions and grievances regarding the district's nondiscrimination policies:

Assistant Superintendent for Human Resources  
7703 NW Barry Road  
Kansas City, MO 64153  
Phone: 816.359.4040

In the event that the compliance officer is unavailable or is the subject of a grievance that would otherwise be made to the compliance officer, reports should instead be directed to the acting compliance officer:

Executive Director of Quality and Evaluation  
7703 NW Barry Road  
Kansas City, MO 64153  
Phone: 816.359.4160

Inquiries may also be made to the U.S. Department of Education's Office for Civil Rights, the U.S. Equal Employment Opportunity Commission, the Missouri Commission on Human Rights, the USDA or the U.S. Department of Justice if applicable.

Office for Civil Rights  
Phone: 816-268-0550  
TDD: 800-877-8339  
E-mail: [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov)

Equal Employment Opportunity Commission  
Phone: 800-669-4000  
TTY: 800-669-6820  
E-mail: [info@eeoc.gov](mailto:info@eeoc.gov)

U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights

1400 Independence Avenue, SW  
Washington, DC 20250-9410  
Phone: 866-632-9992  
Fax: 202-690-7442  
TDD: 800-877-8339  
E-mail: [program.intake@usda.gov](mailto:program.intake@usda.gov)

U.S. Department of Justice  
Phone: 202-514-4609  
TTY: 202-514-0716

E-mail: AskDOJ@usdoj.gov

Missouri Commission on Human Rights  
Phone: 877-781-4236  
TDD: 800-735-2966  
Relay Missouri: 711 or 866-735-2460  
E-mail: mchr@labor.mo.gov

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***Note: The reader is encouraged to review policies and/or procedures for related information in this administrative area.***

Implemented: January 11, 2018

Revised: November 14, 2019

**Park Hill School District, Platte County, Missouri**