

Notice of Non-Discrimination

Policy Statement: The Kansas City, Kansas School District does not discriminate, and is required by law not to discriminate, on the basis of race, color, religion, sex, national origin, age, handicap, or disability in admission, access to, or treatment of its programs and activities. Pursuant to applicable law, disabled individuals shall have equivalent enjoyment of the programs, services, facilities, privileges, advantages, or accommodation of any facility owned, leased, or operated by the district.

Title IX: Pursuant to Title IX of the Education Amendments of 1972, the Kansas City, Kansas School District does not discriminate on the basis of sex in any education program or activity, including programs, services, facilities, privileges, advantages or accommodations in facilities.

Programs, Activities and Employment: The Kansas City, Kansas School District does not discriminate on the basis of race, color, religion, sex, national origin, age, handicap, or disability in the administration of any employment initiative, including hiring, firing, termination, disciplinary procedures, or other related programs and activities.

Reporting: Inquiries regarding Title IX, or reports of specific complaints, or alleged discrimination should be referred to:

[Mr. Edwin K. Hudson](#)

Title IX/Non-Discrimination Coordinator

2010 N. 59th Street

Kansas City, Kansas 66104

Telephone number (913) 551-3200

— or —

Office of Civil Rights

U.S. Department of Education

8930 Ward Parkway, Suite 2037

Kansas City, Missouri 64111

Telephone number (816) 268-0550

Disability Related Concerns: Complaints regarding disabilities and issues under Section 504 and/or the Americans with Disabilities Act and those relating to the provisions of special education services, should be referred to:

[Ms. Kimberly Shaw](#)

Disability Compliance Coordinator

2010 N. 59th Street

Kansas City, Kansas 66104

Telephone number (913) 551-3200

No Retaliation: Regardless of the means selected for resolving the complaint, the initiation of a good-faith complaint of alleged discrimination or misconduct will not cause any negative reflection on the complainant, nor will it affect his/her access to the programs, activities,

services, facilities, privileges, advantages or accommodations in facilities provided by the Kansas City, Kansas School District.

Concerns about student access to programs or services: Complaints about student access to any district programs or services should be referred to:

[Ms. Lisa Garcia](#)

Student Non-Discrimination Coordinator

2010 N. 59th Street

Kansas City, Kansas 66104

Telephone number (913) 551-3200

Student Services Discrimination Investigative Procedures:

- General complaints or concerns received by the department of Student Services are communicated to the building level administrator to address with the parent of the student. The Student Services Coordinator maintains documentation of anecdotal notes.
- Student Services maintains records of general complaints, concerns and other issues by school each year.
- Serious allegations or reports are investigated by the Director of Student Services, such as, but not limited to allegations of discrimination or abuse.
- The Director of Student Services will meet with the parent and student to gain their perspective of the alleged incident.
- The Director of Student Services will advise the parent of the Board's policies prohibiting unlawful discrimination or abuse and provide relevant board policies.
- The Director of Student Services will conduct a thorough investigation, which will include a follow up with the building administrator, and will facilitate mediation if necessary and appropriate, and include the appropriate staff. (Human Resources, Superintendent Council).
- The Director of Student Services will finalize the investigation and follow up within ten (10) business days to appropriate parties involved in the investigation.

No Retaliation: Regardless of the means selected for resolving the complaint, the initiation of a good-faith complaint of alleged discrimination or misconduct will not cause any negative reflection on the complainant, nor will it affect his/her access to the programs, activities, services, facilities, privileges, advantages or accommodations in facilities provided by the Kansas City, Kansas School District.