

220 LOCUST ST.
WASHINGTON, MO
63090
636-231-2000



Dr. Jennifer Kephart,
Superintendent

Dr. Rachael Franssen, *Asst. Supt. Personnel* ~ John McColloch, *Asst. Supt. Finance* ~ Maranda Anderson, *Asst. Supt. Curriculum*

The School District of Washington is committed to maintaining an educational and workplace environment that is free from discrimination, harassment, and retaliation in admission or access to, or treatment or employment in, its programs, services, activities and facilities. The District is committed to providing equal opportunity in all areas of education, recruiting, hiring, retention, promotion and contracted service.

In its programs and activities, the District does not discriminate on the basis of race, color, national origin, ancestry, religion, sex, disability, age, genetic information, or any other characteristic protected by law and as required by Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975 and Title II of the Americans with Disabilities Act of 1990. In addition, the District provides equal access to the Boy Scouts of America and other designated youth groups. Further, no person shall be excluded from participation in, be denied the benefits of, or otherwise be subject to discrimination based on the above listed characteristics under a school nutrition program for which the District receives federal financial assistance from the U.S. Department of Agriculture (USDA Food and Nutrition Service).

The following person is designated and authorized as the District's Non-Discrimination and Title IX Coordinator to coordinate compliance with the laws identified above, including to handle inquires or complaints regarding the District's non-discrimination policies:

Assistant Superintendent of Personnel and Support Services
220 Locust Street, Washington, MO 63090
636-231-2020
Rachael.franssen@sdownmo.org

For information regarding how to report or file a claim of discrimination, harassment, or retaliation, see Board of Education Policy AC. Policy AC shall govern the grievance procedures, process, and response for complaints and concerns by parents, patrons, employees, or students of the District related to discrimination, harassment, or retaliation on the basis of race, color, national original, ancestry, religion, sex, disability, age, genetic information, or any other characteristic protected by law. Reports and formal complaints can be mailed to the above address, submitted via email to the indicated email address above, or by calling the number listed above and asking to speak with the Assistant Superintendent of Personnel and Support Services. In order to ensure all reports are investigated thoroughly, please include your contact information.

Inquires or concerns regarding civil rights compliance by school districts should be directed to the local school district's Non-Discrimination and Title IX Coordinator. Inquiries and complaints may also be directed to the Kansas City Office, Office for Civil Rights, US Department of Education, 8930 Ward Parkway, Suite 2037, Kansas City, MO 64114; (816) 268-0550; TDD (877) 521-2172.