

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

The Clinton School District Board of Education is committed to maintaining a workplace and educational 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 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 Clinton School District is an equal opportunity employer.

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.

The district will identify, evaluate and provide a free, appropriate education to all students with disabilities in accordance with law. Anyone who knows or believes that a student may have a disability regardless of whether the student is currently enrolled in the Clinton School 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.

The district's nondiscrimination policy and grievance forms are located on the district's website at <http://www.clinton.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:

Superintendent  
701 S. 8<sup>th</sup> Street, Clinton, MO 64735  
Phone: 660-885-2237  
Fax: 660-885-7033

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:

Assistant Superintendent

FILE: AC-AF1  
Critical

701 S. 8<sup>th</sup> Street, Clinton, MO 64735  
Phone: 660-885-2237  
Fax: 660-885-7033

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, or the U.S. Department of Justice if applicable.

Office for Civil Rights  
Phone: 816-268-0550  
TDD: 877-521-2172  
E-mail: [OCR.KansasCity@ed.gov](mailto:OCR.KansasCity@ed.gov)

Equal Employment Opportunity Commission  
Phone: 800-669-4000  
TTY: 800-669-6820

U.S. Department of Justice  
Phone: 202-514-2000  
TTY: 202-514-0716  
E-mail: [AskDOJ@usdoj.gov](mailto:AskDOJ@usdoj.gov)

Missouri Commission on Human Rights  
Phone: 800-735-2466  
TDD: 800-735-2966  
Relay Missouri: 877-781-4236  
E-mail: [mchr@dolir.mo.gov](mailto:mchr@dolir.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: 11/20/2000  
Revised: 8/27/2007; 8/24/2010; 5/14/2012

Clinton School District, Clinton, Missouri