



## Notice Of Nondiscrimination

Applicants for admission or employment, students, parents of elementary and secondary school students, employees, sources of referral and applicants for employment and all professional organizations that have entered into agreements with our School District are hereby notified that our School District does not discriminate on the basis of race, color, national origin, sex, age, or disability in admission or access to, or treatment or employment in, its programs and activities.

Any person having inquiries concerning our School District's compliance with the laws and regulations implementing Title VI of the Civil Rights Act of 1964 (Title VI), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act, Section 504 of the Rehabilitation Act of 1973 (Section 504), the Individuals with Disabilities Education Act and (IDEA), the Missouri State Plan for Special Education, RSMo 162.670 - .995, or Titles II or III of the Americans with Disabilities Act of 1990 (ADA), is directed to our School District's Compliance Coordinators below, who have been designated by our School District to coordinate our School District's efforts to comply with the laws and regulations implementing Title VI, Title IX, the Age Discrimination Act, Section 504, and the ADA

Our School District has established grievance procedures for persons unable to resolve problems arising under the statutes above. Our School District's Compliance Coordinators, who are listed below, will provide information regarding those procedures upon request.

Any person who is unable to resolve a problem or grievance arising under Title VI, Title IX, the Age Discrimination Act, Section 504, or Title II of the ADA, may contact the Office for Civil Rights of the United States Department of Education, Region VII, 8930 Ward Parkway, suite 2037, Kansas City, MO 64114; phone (816) 268-0550.

Our School District posts all notices required by the Equal Employment Opportunity Commission ("EEOC") and the Missouri Commission on Human Rights ("MCHR"), and individuals may refer to those postings if they desire additional information regarding the role of, and the statutes enforced by, the EEOC or MCHR.

Finally, our School District does not discriminate on the basis of religion or sexual orientation in admission or access to, or treatment or employment in, its programs and activities. Any individual who is unable to resolve a problem relating to discrimination on the basis of religion or sexual orientation may contact one of our School District's Compliance Coordinators.

Compliance Coordinator for school personnel and other adults regarding Title VI of the Civil Rights Act of 1964 (Title VI), Title IX of the Education Amendments of 1972 (Title IX), the Age Discrimination Act, or Titles II or III of the Americans with Disabilities Act of 1990 (ADA):

Dr. Darryl O. Cobb, Assistant Superintendent for Human Resources  
Ronald E. McNair Administrative Building  
School District of University City  
8136 Groby Road, University City, MO 63130  
Telephone: (314) 290-4021

Compliance Coordinator for students regarding Title VI of the Civil Rights Act of 1964 (Title VI), Title IX of the Education Amendments of 1972 (Title IX), Section 504 of the Rehabilitation Act of 1973 (Section 504), the Individuals with Disabilities Education Act and (IDEA), the Missouri Special Education Services regulations, RSMo 162.670 - .995, the Missouri State Plan for Special Education, or Titles II or III of the Americans with Disabilities Act of 1990 (ADA):

Mrs. Bernadette White, Executive Director of Pupil Personnel  
Ronald E. McNair Administrative Building  
School District of University City  
8136 Groby Road, University City, MO 63130  
Telephone: (314) 290-4045

## Commitment To Compliance Under the Americans With Disabilities Act

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the School District of University City ("District") will not discriminate on the basis of disability against qualified individuals with a disability with respect to the District's services, programs or activities.

**Employment:** The District does not discriminate on the basis of disability in its hiring or employment practices. The District complies with the federal regulations under Title I of the ADA (which governs the application of the ADA in the hiring and employment setting).

**Effective Communication:** The District will comply with the ADA with respect to providing auxiliary aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in District programs, services, and activities. These aids and services are designed to make information and communications accessible to people who have impairments, in areas such as speech, hearing, and vision. The District will not place a surcharge on a qualified individual with a disability, or any group of qualified individuals with disabilities, to cover the cost of providing auxiliary aids/services or reasonable modifications of policy (for example, retrieving items from locations that are open to the public but inaccessible to users of wheelchairs).

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a service, program, or activity of the District should contact the District's ADA Compliance Coordinator, whose contact information is listed below. Such contact should be made as soon as possible, but not later than 48 hours before the scheduled event (and, preferably, at least five (5) business days before the event).

**Modifications to Policies and Procedures:** The District will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy its services, programs and activities.

The ADA does not require the District to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a District service, program, or activity is not accessible to persons with a disability may be directed to the District's ADA Compliance Coordinator below. In addition, as stated in the District's Notice of Nondiscrimination, which is posted in each school facility, a person who is unable to resolve a problem or grievance arising under Title II of the ADA may contact the Office for Civil Rights, Region VII, 8930 Ward Parkway, Suite 2037, Kansas City, MO 64114; phone (816) 268-0550.

School District Compliance Coordinator:  
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Assistant Superintendent for Human Resources  
Ronald E. McNair Administrative Center  
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