

GENERAL ADMINISTRATION

Policy 1300
(Regulation 1300)
(Form 1300)

Equal Opportunity

Prohibition Against Harassment, Discrimination and Retaliation

The District 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, ethnicity, ancestry, religion, sex, sexual orientation, gender identity, disability, age, genetic information, marital status, 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, and state law. In addition, the District provides equal access to the Boy Scouts of America and other designated youth groups. Further, no person will 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).

For purposes of this Policy, “antisemitism” and “antisemitic” mean the International Holocaust Remembrance Alliance's Working Definition of Antisemitism, including its contemporary examples as adopted May 26, 2016. Regulation 1300 governs application of this definition. The District will treat harassment of or discrimination against students or employees, or harassment or discrimination resulting from District policies or programs, that is motivated by or includes antisemitism identically to comparable discrimination motivated by race.

This Policy governs the District’s compliance with the laws identified above, outside of Title IX. The following person is designated and authorized as the District’s Compliance Officer to coordinate compliance with the laws identified above (outside of Title IX), including handling inquiries or complaints regarding the District’s non-discrimination policies:

Name: Melissa Vannoy
Title: Federal Programs Coordinator
Address: 55701 State Hwy 6, Edina, Missouri 63537
Number: (660)- 397- 2228
Email: mvannoy@knoxrl.us

A complaint by students, employees, parents, and patrons of the District alleging harassment, discrimination, or related retaliation based on a protected classification under the laws identified above (outside of Title IX) should be filed in accordance with the procedures outlined in Regulation 1300. A complaint regarding sexual harassment or related retaliation of a student or

employee under Title IX and that is alleged to have occurred on or after August 14, 2020, should be filed in accordance with the procedures outlined in Regulation 1301. A complaint regarding the identification, evaluation, educational program, or placement of a child with a disability under Section 504 should be filed in accordance with the procedures outlined in Regulation 2110.

Adopted: February 22, 2018

Revised: September 15, 2020

Re-adopted: September 15, 2026

Knox County R-I School District, Edina, Missouri

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