

Notice Regarding Discrimination, Harassment, and Sexual Harassment

The Reeds Spring R-IV School District is committed to an academic and work environment in which all students and employees are treated with dignity and respect. Discrimination, harassment, and sexual harassment of students and employees whether committed by supervisors, employees, or students and regardless of whether the victim is an employee or student, will not be tolerated. Sexual harassment includes but is not limited to:

1. Sexual slurs, threats, verbal abuse, and sexually degrading descriptions.
2. Graphic verbal comments about an individual's body.
3. Sexual jokes, notes, stories, drawings, pictures, or gestures.
4. Spreading sexual rumors.
5. Touching an individual's body or clothes in a sexual way.
6. Displaying sexually suggestive objects.
7. Covering or blocking of normal movements.
8. Unwelcome sexual flirtation or propositions.
9. Acts of retaliation against a person who reports sexual harassment.

Inquiries, complaints, or grievances from students and their parents and employees regarding discrimination, harassment, and sexual harassment or compliance with Title IX may be directed to the District's Title IX Coordinator or one of the State or Federal offices listed below.

Mrs. Liz Smith
Title IX Coordinator
20281 State Hwy 413
Reeds Spring, MO 65737
417-272-8173, ext. 4020

Missouri Commission for Human Rights
Department of Labor & Industrial Relations
P.O. Box 1129
3315 W. Truman Blvd.
Jefferson City, MO 65102-3325
573-751-3325
www.dolir.state.mo.us/hr

U.S. Department of Education
Office of Civil Rights
Customer Service Team
Mary E. Switzer Building
330 C Street SW
Washington, DC 20202
800-421-3481
OCR@ed.gov

Equal Employment Opportunity Comm.
Robert A. Young Federal Building
1222 Spruce Street
Room 8.100
St. Louis, MO 63103
314-539-7800 or 800-669-4000
www.eeoc.gov

U.S. Department of Justice
950 Pennsylvania Ave., NW
Washington, DC 20530-0001
202-353-1555
ASKDOJ@usdoj.gov