

# Clover Park School District Title IX Civil Rights 504/ADA Responsibilities

**Title IX Officer and Section 504/ADA Coordinator**  
**Doug Kernutt, Executive Director for Student Support**  
[dkernutt@cloverpark.k12.wa.us](mailto:dkernutt@cloverpark.k12.wa.us)  
(253) 583-5051

Facilitate the implementation of the district's policies and Procedures related to Title IX, Nondiscrimination, sex discrimination, and sexual harassment and ensure application consistently across the district.

**Civil Rights Compliance Coordinator**  
**Lori McStay**  
**Exec. Director for Human Resources**  
[lmestay@cloverpark.k12.wa.us](mailto:lmestay@cloverpark.k12.wa.us)  
(253) 583-5087

Serve as the district's liaison to OSPI's Equity and Civil Rights Office and US Department of Education Office of Civil Rights for issues regarding Title IX, sex discrimination, and sexual harassment.

Evaluate employment criteria, recruitment, compensation, job classification, benefits and advertising to ensure they are not discriminatory on the basis of gender.

**Brian Laubach**  
**Asst. Supt. for Secondary Schools**  
[blaubach@cloverpark.k12.wa.us](mailto:blaubach@cloverpark.k12.wa.us)  
(253) 583-5165

Oversee and ensure compliance with district non-discrimination and sexual harassment policies, practices and procedures as they pertain to secondary students.

Oversee and ensure Title IX compliance with district athletic program.

**Ron Banner**  
**Asst. Supt. for Elementary Schools**  
[rbanner@cloverpark.k12.wa.us](mailto:rbanner@cloverpark.k12.wa.us)  
(253) 583-5160

Oversee and ensure compliance with district non-discrimination and sexual harassment policies, practices and procedures as they pertain to elementary students.

**Tess McCartan**  
**Director for Teaching and Learning**

Develop, implement & evaluate district's instructional materials for gender bias.

**Holly Shaffer**  
**Director for Student Services**

Review disaggregated student discipline data and course program enrollment data to identify and address potential disparities and barriers based on gender.