



**Joshua E. Douglass**  
Partner

jdouglass@mickesotoole.com  
(314) 878-5600

Joshua E. Douglass practices extensively in all education law sectors, including special education, employment, contracting, and civil rights. Josh employs his previous positions as a leader of federal civil rights investigations in schools, in-house counsel, and as a hearing officer in due process hearings.

Prior to joining Mickes O'Toole, Josh served as one of twelve chief attorneys nationally at the U.S. Department of Education, Office for Civil Rights and supervised the civil rights compliance in seven states, including Missouri and Kansas. Josh led the office's investigative and legal staff in the investigation and resolution of thousands of civil rights complaints arising from issues such as race or sex harassment, student discipline, special education, Title IX athletics, among many others.

Prior to federal service, Josh led the legal department at the Kansas City Missouri Public Schools. At the district, Josh worked with the special education director to improve the delivery of special education services and ensuring compliance, resulting in far fewer parent disputes. Josh also defended the district in dozens of internal grievances, developed and implemented the district's discrimination and harassment policy and investigations, and refined the district's contracting protocol, all during a period of accreditation turmoil. Josh also managed and successfully defended litigation arising from the district's sale of surplus school buildings.

In addition to assisting clients with resolving the daily issues, Josh's practice includes substantial litigation on his clients' behalf, including, Constitutional law, personal injury, and governmental regulatory actions.

### *Areas of Practice:*

- Litigation
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- Civil Rights
- Special Education
- Employment Law

### *Education:*

- University of Missouri at Columbia, B.A., 1995
- University of Missouri at Columbia, J.D., 2001

### *Bar and Court Admissions:*

- Missouri Bar
- Kansas Bar
- U.S. Court of Appeals, 8th Circuit
- U.S. District Court, Eastern District of Missouri
- U.S. District Court, Western District of Missouri

### *Professional Affiliations:*

- Council of School Attorneys, National School Board Association, American Bar Association
- Education Law Committee, Missouri Bar
- Bar Association of Metropolitan St. Louis
- National School Boards Association  
COSA Member
- Missouri School Boards Association  
COSA Member