

Accommodating Individuals With Disabilities

Individuals with disabilities shall be provided a reasonable opportunity to participate in all school-sponsored services, programs, and activities on an equal basis to those without disabilities and will not be subject to illegal discrimination. The District will provide auxiliary aids and services where necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program, or activity.

Each service, program, or activity operated in existing facilities shall be readily accessible to, and useable by, individuals with disabilities. New construction and alterations to facilities existing before January 26, 1992, will be accessible when viewed in their entirety.

The Superintendent is designated the Americans with Disabilities Act, Title II Coordinator and, in that capacity, is directed to:

1. Oversee the District's compliance efforts, recommend necessary modifications to the Board, and maintain the District's final Title II self-evaluation document and keep it available for public inspection; and
2. Institute plans to make information regarding Title II's protection available to any interested party.

Individuals with disabilities should notify the Superintendent or building principal if they have a disability which will require special assistance or services and, if so, what services are required. This notification should occur as far as possible before the school-sponsored function, program, or meeting.

Employment of Persons with Disabilities

1. The District shall not discriminate on the basis of disability in employment, including recruitment, promotions, fringe benefits, or other elements of compensation.
2. The District shall make reasonable accommodations for a qualified applicant or employee with a disability unless the accommodation would result in a fundamental alteration in the nature of its program or activity or in undue financial and administrative burdens. Reasonable accommodations may include:

- A. Making facilities readily accessible and usable by people with disabilities;
- B. Job restructuring and part-time or modified work schedules; and

- C. Acquisition or modification of equipment or devices, the provision of readers or interpreters, and other similar actions.
3. The District shall not make use of any employment test or criteria that screens out people with disabilities unless:
    - A. The test or criteria is clearly and specifically job related; and
    - B. Alternative tests or criteria that do not screen out handicapped persons are available.
  4. While the District may not make pre-employment inquiry as to whether an applicant has a disability or as to the nature and severity of any such disability, it may inquire into an applicant's ability to perform job related functions.
  5. Any employee who believes that there has been a violation of this policy or federal or State law, may initiate a grievance through the procedures for employee grievances.

Cross Reference: 5250      Uniform Grievance Procedure

Legal Reference: Americans with Disabilities Act, 42 U.S.C. §§ 12111, et seq., and 12131, et seq.; 28 C.F.R. Part 35.  
45 C.F.R., Part 45      Public Welfare and Human Services

Policy History:

Adopted on: February 22, 2017

Revised on: