

## **Nondiscrimination on the Basis Disability**

The Board is committed to a policy of nondiscrimination on the basis of disability under all applicable laws, including but not limited to Section 504 of the Rehabilitation Act of 1973 ("Section 504") and the Americans with Disabilities Act ("ADA"). Section 504 and the ADA provide that no otherwise qualified individual with a disability shall, solely by reason of his or her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any district program or activity. The district does not unlawfully discriminate on the basis of disability in access or admission to, or treatment or employment in, its programs or activities.

The Board of Education shall designate an individual as the responsible employee to coordinate district compliance with Section 504 and with the ADA. See ACE-E

The district's Section 504 and ADA compliance officer ("compliance officer") shall be responsible for continuing surveillance of district programs and activities with regard to compliance with Section 504 and the ADA and all pertinent regulations, including the development of all necessary procedures and regulations.

The compliance officer shall annually, notify students, employees and members of the public regarding the district's policy and grievance procedures and of his/her the name or title, office, address and telephone number. Notification shall be by posting and/or other means sufficient to reasonably provide such notice.

### **Grievance procedure**

The superintendent shall notify applicants for admission, students, parent/guardians, sources of referral of applicants for admission, employees and applicants for employment, and members of the public\_ that it does not discriminate on the basis of handicap or disability in the programs or activities which it operates and that it is required by Section 504 and the ADA regulations not to discriminate in such a manner. The notification shall be made in the form and manner required by law or regulation. See AC-E-1.

Adopted: February 2, 2005

Revised: August 10, 2009

LEGAL REFS: 29 U.S.C. §701 *et seq.* (Section 504 of the Rehabilitation Act)  
42 U.S.C. §1201 *et seq.* (Americans with Disabilities Act)  
34 C.F.R. 104 *et seq.*

*NOTE: Section 504 requires the district to name a compliance officer and establish a grievance process that provides for the prompt and equitable resolution of disability discrimination complaints . In addition, the Americans with Disabilities Act requires any public entity employing 50 or more persons to designate a complaint officer. This may be the same person. The individual(s) named as the district's compliance officer should be specified in an accompanying exhibit coded ACE-E-1.*