

4
5 Accommodating Individuals With Disabilities and Section 504 of the Rehabilitation Act of 1973

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7 It is the intent of the District to ensure that qualified employees with disabilities under Section 504 of the
8 Rehabilitation Act of 1973 are identified, evaluated, and provided with appropriate accommodations or
9 other positive actions in assistance.

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11 The District will not discriminate against a qualified individual on the basis of disability in regard to job
12 application procedures, the hiring, advancement, or discharge of employees, employee compensation, job
13 training, or other terms, conditions, and privileges of employment.

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15 The Superintendent is designated the Section 504 and Americans with Disabilities Act Title II
16 Coordinator and, in that capacity, is directed to:

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18 1. Oversee District compliance efforts, recommend to the Board necessary modifications, and
19 maintain the District’s final Title II self-evaluation document and keep it available for public
20 inspection.
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22 2. Make information regarding Title II protection available to any interested party.
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24 3. Coordinating and monitoring the district’s compliance with Section 504 and Title II of the ADA,
25 as well as state civil rights requirements regarding discrimination and harassment based on
26 disability.
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28 4. Overseeing prevention efforts to avoid Section 504 and ADA violations by necessary actions,
29 including by not limited to, scheduling Section 504 meetings, implementing and monitoring
30 Section 504 plans of accommodation and providing information to employees and supervisors.
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32 5. Implementing the district’s discrimination complaint procedures with respect to allegations of
33 Section 504/ADA violations, discrimination based on disability, and disability harassment; and
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- 35 6. Investigating complaints alleging violations of Section 504/ADA, discrimination based on
36 disability, and disability harassment.

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38 The District’s procedure for resolution of complaints alleging violation of this policy is set forth in Policy
39 1700.

40 Cross Reference: 1700 Uniform Complaint Procedure

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43 Legal Reference: Americans with Disabilities Act, 42 U.S.C. §§ 12111, *et seq.*, and 12131, *et seq.*;
44 28 C.F.R. Part 35.

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46 Policy History:

47 Adopted on: 11/16/2006

48 First reading on: 12/8/21

49 Second reading/Adopted on:1/12/21