

**SCHOOL POLICIES
INDEPENDENT SCHOOL DISTRICT 16**

POLICY	402	Page: 1 of 1
SERIES	400	Personnel
SUBJECT	402	Disability Nondiscrimination
Adopted		January 9, 2001
Revised		May 11, 2004; March 7, 2017

I. PURPOSE

The purpose of this policy is to provide an employment setting for all disabled persons that is free of discrimination and complies with state and federal law.

II. GENERAL STATEMENT OF POLICY

- A. The school district shall not discriminate against qualified individuals with disabilities, because of the disabilities of such individuals, in regard to job application procedures, hiring, advancement, discharge, compensation, job training, and other terms, conditions and privileges of employment.
- B. The school district shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. The school district shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.
- C. The school district shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the school district.
- D. Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact the School District's Human Rights Officer

Legal References: 29 U.S.C. 794 *et seq.* (§504 of Rehabilitation Act of 1973) 42 U.S.C., Ch. 126 § 12112 (Americans with Disabilities Act)
29 C.F.R. Part 32
34 C.F.R. Part 104