

FARIBAULT PUBLIC SCHOOLS
Faribault, Minnesota

School-Community Relations
Series 700

PARENTAL ACCOMMODATION OF DISABILITIES POLICY
Policy No. 701.0

Independent School District No. 656, Faribault, recognizes the obligation it has to accommodate the special needs of disabled parents and members of the public. Consistent with this obligation, the School District will provide disabled individuals reasonable accommodations to encourage their participation in School District activities and programs.

The School District's response to an accommodation request, however, is dependent on:

the School District receiving reasonable notice of the need for accommodation.

the nature of the program or activity to which accommodation is requested.

the School District's financial and administrative resources.

the feasibility and logistical possibilities of providing the requested accommodation.

To Request an Accommodation, individuals must contact: Principal at building for which student attends.

April 25, 1994
Date of Adoption

Legal Reference

ADMINISTRATIVE PROCEDURE
PARENTAL ACCOMMODATION OF DISABILITIES POLICY
Policy No. 701.0

Statement of Purpose

It is the policy of Independent School District No. 656, Faribault, to encourage disabled parents or guardians of students or persons acting as parents or guardians to participate in their child's education to the same extent as parents who are not disabled. To that end, and consistent with its obligations under The Minnesota Human Rights Act, the federal Americans with Disabilities Act and the federal Rehabilitation Act of 1973, the School District will provide parents or persons acting as parents who have disabilities reasonable accommodation to encourage their participation and access to School District activities and programs.

1. Procedures for Requesting A Parental Accommodation:

- A. Written Request for Accommodation Must Be Submitted To Principal of Building for Which Student Attends With Reasonable Prior Notice Provided (see Notice Standards below).
- B. School Will Analyze Request To Determine If Requested Accommodation Is Reasonable (Based On Factors Listed Below) And Inform Parent Whether Accommodation Will Be Provided Within Two (2) Days Of Request.
- C. If A Request for Accommodation Is Denied, The School Will Provide Parents with An Explanation Of This Determination.

2. Definition of "Reasonable Accommodation"

A "reasonable accommodation" is defined under this policy as an accommodation or modification in School District policies, procedures or facilities made to accommodate the needs of a disabled parent that is reasonable when the district needs of the disabled parent and the legitimate financial and administrative concerns of the School are considered.

Given this definition and depending on the particular circumstances, the following will be taken into consideration when determining if a accommodation is reasonable:

Factors Entering Into Determination Of Whether A Requested

Accommodation is Reasonable.

A. Notice.

The School must receive a reasonable notice regarding a disabled parent's need for accommodation. However, the amount of notice considered reasonable will depend on the amount and type of accommodation requested. Although it is imperative that parents requesting an accommodation provide the School with the maximum amount of notice possible, the following reasonable notice standards maybe used as a guideline for parents making accommodation requests:

i. Overall Minimum Time Requirement: One Week

A minimum one-week notice is required for any accommodation which involves the modification of a School policy or the use of present School faculty, facilities or equipment. An example of an accommodation request meeting this criteria would be a request for an alternative school location for a conference.

ii. Minimum Time Requirement for Services: Two Weeks

A minimum two-week notice is required for any accommodation requiring the provision of professional services. For example, a accommodation request for sign language interpretive services would meet this criteria.

B. Nature of Program To Which Accommodation Is Requested.

The nature of the program to which accommodation is requested will enter into the School District's determination of whether a requested accommodation is reasonable. For example, a parent's attendance at a school initiated or academic activity could affect a child's academic progress, a parent's attendance at an extra-curricular activity may not. Therefore, the School District may determine that it is reasonable to go to greater length to accommodate a parent's attendance at a parent-teacher conference, than it would a parent's attendance at a school related extra-curricular program.

C. School District Financial and Administrative Resources.

The School must also consider its financial and administrative resources in determining whether a requested accommodation is

reasonable. This involves far more than a determination of whether the School District has sufficient funds to pay for a specific requested service or accommodation. The School must consider how much the provision of each accommodation will deplete its overall resources and affect its ability to serve its students.

D. Feasibility And Logistics.

In determining whether an accommodation is reasonable, the School must consider whether the requested service or modification is feasible or logistically possible. For example, the accommodation of a service, not readily available in the Community could be found unreasonable based upon cost considerations or practical limitations in making a response.

Notice Regarding Policy Implementation.

This policy is designed as a guide to help both parents and school administrators understand the factors entering into a determination of whether an accommodation will be considered reasonable. Ultimately, every determination will be based on the facts of each situation. In the event of an emergency or extenuating circumstances, the Superintendent, at his or her discretion, may make any reasonable accommodation he or she deems appropriate.