

Revised and Adopted – October 6, 2020

402 DISABILITY NONDISCRIMINATION POLICY

[Note: School districts are required by statute to have a policy addressing these issues.]

I. PURPOSE

The purpose of this policy is to provide a fair employment setting for all persons and to comply 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 Kari Page, Principal, 3600 Highcrest Rd NE, Minneapolis, MN 55418, 612-706-1201, kpage@isd282.org, this individual is the school district's appointed ADA/Section 504 coordinator.

III. GRIEVANCE REPORTING PROCEDURES

- A. Refer to procedure 103.1- Grievance Procedure for Complaints of Discrimination
- B.

TITLE IX COORDINATOR Wendy Webster 3303 33rd Ave NE St. Anthony, MN 55418 612-706-1170 wwebster@isd282.org	SECTION 504 COORDINATOR Kari Page 3600 Highcrest Rd NE Minneapolis, MN 55418 612-706-1201 kpage@isd282.org
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- C. A student, parent, or employee can file a complaint with OCR at any time at:

Office for Civil Rights

Chicago Office
U.S. Department of Education
John C. Kluczynski Federal Building
230 S. Dearborn Street, 37th Floor
Chicago, IL 60604
Telephone: 312-730-1560
Facsimile: (312) 730-1576
Email: OCR.Chicago@ed.gov

- D. Students, parents, and employees may file a complaint of discrimination with:

Minnesota Department of Human Rights

Griggs Midway Building
540 Fairview Avenue North, Suite 201
St. Paul, MN 55104
Telephone: 1-800-657-3704 or (651) 539-1100
Email: Info.mdhr@state.mn.us

- E. Employees may file a complaint of discrimination with:

Equal Employment Opportunity Commission

Towle Building
330 South 2nd Avenue, Suite 720
Minneapolis, MN 55401
Telephone: (612) 552-7306
Fax: (612) 335-4066
TTY: 1-800-669-4000
ASL Video Phone: 1-844-234-5122

This document provides general information and is not to be a substitute for legal advice. Changes in the law, including timelines for filing a complaint, may affect your rights.

II. LEGAL REFERENCES:

34 C.F.R. Section 104.7(b) (Section 504 of the Rehabilitation Act)

34 C.F.R. Section 106.8(b) (Title IX of the Education Amendments of 1972)

III. RESOURCES:

Office for Civil Rights

Chicago Office
U.S. Department of Education
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Chicago, IL 60604
Telephone: 312-730-1560
Facsimile: (312) 730-1576
Email: OCR.Chicago@ed.gov

Reading Room, U.S. Department of Education, Office for Civil Rights:

<http://www2.ed.gov/about/offices/list/ocr/publications.html>

Legal References: Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
29 U.S.C. 794 *et seq.* (Rehabilitation Act of 1973, § 504)
42 U.S.C., Ch. 126 § 12112 (Americans with Disabilities Act) 29
C.F.R. Part 32
34 C.F.R. Part 104