

## TABLE OF CONTENTS

GENERAL POLICIES 10000.....	2
Acceptable Use 10001 .....	2
Americans with Disabilities Act (ADA) / .....	2
Section 504 of the Rehabilitation Act of 1973 (Section 504) 10002.....	2
Discrimination and Harassment 10003.....	2
Communicable Diseases 10005.....	3
Copyrighted Works 10006.....	3
Web Accessibility 10007 .....	3

**Effective: March 1, 2017**

## **GENERAL POLICIES 10000**

### **Acceptable Use 10001**

School District students and staff members may be permitted access to the School District's computer network for educational, instructional and administrative purposes. The Superintendent or his/her designee will develop and implement guidelines and user agreements that are consistent with the purposes and mission of the School District. The guidelines and user agreements will include all requirements of the Children's Internet Protection Act (CIPA).

### **Americans with Disabilities Act (ADA) /**

#### **Section 504 of the Rehabilitation Act of 1973 (Section 504) 10002**

In accordance with Section 504 of the Rehabilitation Act of 1973 (Section 504), and Title II of the Americans with Disabilities Act (ADA), the School District will ensure that no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination. The School District does not discriminate in admission or access to, participation in or treatment of, students with disabilities in its programs and activities. Similarly, the School District does not discriminate against any job applicant or employee with a disability in any term or condition of employment or in the recruitment process.

The Superintendent will appoint a Compliance Officer or Officers to assure that there is adherence to this policy. The Superintendent will also develop a complaint procedure for the processing and early disposition of alleged violations of the policy.

### **Discrimination and Harassment 10003**

The Board of Education is committed to maintaining a learning/working environment in which all individuals are treated with dignity and respect, free from illegal discrimination and harassment. There will be no tolerance for discrimination or harassment on the basis of race, color, national origin, religion, sex (including pregnancy, sexual orientation or gender identity), age, disability, marital status, genetic information, height, weight or any other criteria prohibited by law. The Superintendent will develop administrative regulations to implement this policy. The Superintendent designates David Murphy, Director of Human Resources and Employee Relations and Title IX Coordinator to supervise the implementation of this policy and its implementing regulations. <sup>\*\*</sup>(pending board approval)

**Effective: March 1, 2017**

## Communicable Diseases 10005

The School District follows universal precautions where there has been an exposure to blood or other potentially infectious materials. Universal precautions require that staff and students treat all human blood and certain human body fluids as though they were infectious.

The Superintendent, or his/her designee, will develop and implement an exposure control plan. This plan is to include in-service training for staff and provide opportunities for immunization at School District expense.

The School District will work cooperatively with the Oakland County Health Department to enforce and adhere to the Michigan Public Health Code (Act 368 of 1978 as amended) with regard to the prevention, control and containment of communicable diseases. The Superintendent will appoint a committee comprised of School District employees and one or more representatives from the County Health Department to develop and recommend legally compliant regulations. The regulations will specifically address matters of confidentiality under State and Federal law.

## Copyrighted Works 10006

The School District will fully respect the personal property rights of others, whether tangible or intangible, in accordance with the Copyright Act of 1976, as amended. The Superintendent will develop and implement regulations to implement this policy. The regulations will specifically inform students, staff and other members of the school community about the applicability of copyright protections and what may be permitted under the “fair use doctrine.”

## Web Accessibility 10007 – Revised 7.17.2018

General. The District is committed to ensuring accessibility of its website for students, parents, and members of the public. All pages on the District’s website will conform to the W3C WAI’s Web Content Accessibility Guidelines (WCAG) 2.0, Level AA conformance, or updated equivalents of those guidelines. The District will continue to test future releases/updates of its web site and remains committed to maintaining its compliance and serving the widest possible audience. To this end, the District will perform periodic accessibility audits of its web site.

Report of Accessibility Issues. If any individual has difficulty accessing the information on any page of the District’s web site, they are encouraged to contact the District’s Web Accessibility Coordinator and advise accordingly. Upon notification, the District will

**Effective: March 1, 2017**

provide the requested information in an alternate format and, as soon as reasonably practical, make the necessary improvements to make the information accessible online.

Discrimination Complaint. Consistent with established District procedures, students, parents, and members of the public may present a formal complaint regarding a violation of the Title II of the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973 related to the accessibility of the District's web presence. Such complaints should be made to the District's 504/ADA Compliance Officer. If any such complaint is made to the District's Web Accessibility Coordinator, such complaint shall promptly be forwarded to the 504/ADA Compliance Officer for processing and response.

The following persons have been designated to handle inquiries regarding the District's web site accessibility and non-discrimination policies.

Section 504/ADA Compliance Officer:

Instructional Equity and CTE Program Specialist  
501 W. University Dr.  
Rochester, Michigan 48307  
(248)726-3179

Web Accessibility Coordinator:

Director of Community Relations and the RCS Foundation  
501 W. University Dr.  
Rochester, Michigan 48307  
(248)726-3127

**Effective: March 1, 2017**