

# Board Policy G-12: Americans with Disabilities Act



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## REFERENCES

[G-12: Administrative Procedures, Americans with Disabilities Act](#)  
[42 U.S.C. §12101 et seq., Americans with Disabilities Act of 1990, as amended](#)  
[Utah Code Ann. §34A-5-101 et seq., Utah Antidiscrimination Act](#)  
[Utah Code Ann. §62A-5b-101 et seq., Rights and Privileges of a Person with a Disability](#)

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## THE POLICY

The Salt Lake City School District Board of Education prohibits discrimination on the basis of disability with regard to admission, access to services, treatment, or employment in any district program or activity. In ensuring compliance with both the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973 (Section 504), the district will provide reasonable accommodation to each employee and qualified employment applicant covered by Section 504 or the ADA unless it would impose an undue hardship on district operations. Additionally, the district will provide reasonable accommodations in order to make its services, programs, and activities accessible to qualified individuals with disabilities unless the modification is unreasonable, unduly burdensome, or would fundamentally alter the nature of the district service, program, or activity. The district will also ensure that its facilities and campuses are accessible as required by law.

For more information about the district's obligation to evaluate, identify, and provide a free appropriate public education to all students who are individuals with disabilities under Section 504 or the ADA, please refer to Board Policy S-12: Equal Educational Opportunities for Students with Disabilities.

All complaints of discrimination on the basis of disability will be promptly and objectively investigated. Any violations of this policy will result in disciplinary action up to and including termination. Any retaliation against an individual filing or participating in a discrimination charge, or making a discrimination complaint is strictly prohibited. See Board Policy G-19: Discrimination, Harassment, and Retaliation Prohibited and its accompanying administrative procedures.

The purpose of this policy is to ensure the district's practices are conducted in a non-discriminatory manner, to provide an equal opportunity in employment for qualified persons with disabilities, and to establish procedures for handling requests for accommodations as required under state and federal law.

The district will set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United State Codes, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.