

Board Policy G-12: Disability, Religious, and Other Similar Accommodations



REFERENCES

[G-12: Administrative Procedures, Request for Religious and/or Disability Accommodation](#)
[42 U.S.C. §12101 et seq., Americans with Disabilities Act of 1990, as amended](#)
[42 U.S.C. §2000\(e\), Title VII of the Civil Rights Act of 1964](#)
[29 C.F.R. §1605, Guidelines on Discrimination Because Of Religion](#)
[Utah Code Ann. §34A-5-101 et seq., Utah Antidiscrimination Act](#)
[Utah Code Ann. §34A-5-112, Religious Liberty Protection](#)
[Utah Code Ann. §67-27-106, Reasonable Accommodations for Government Employees](#)
[I-11: Administrative Procedures, Religion in the Curriculum](#)
[S-12: Administrative Procedures, Equal Educational Opportunities for Students with Disabilities](#)

THE POLICY

The Salt Lake City School District Board of Education prohibits discrimination against individuals based on their religious beliefs or disability and will provide reasonable accommodations in accordance with state and federal law. Board Policy I-11: Religion in the Curriculum and its accompanying administrative procedures outline the process for students or parents to request an accommodation based on their religious beliefs. The administrative procedures accompanying this policy outline the process by which the district will provide reasonable accommodations for an employee's conscience and religious beliefs and practices.

The district will comply with both the Americans with Disabilities Act ("ADA") and Section 504 of the Rehabilitation Act of 1973 (Section 504), in analyzing and granting reasonable accommodations to employees and qualified employment applicants covered by Section 504 or the ADA. Additionally in accordance with ADA and Section 504, the district will provide reasonable accommodations to make its services, programs, and activities accessible to qualified individuals with disabilities. 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 religion or 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 investigation or making a discrimination complaint is strictly prohibited. See Board Policy G-19: Discrimination, Harassment, Sexual 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, and to establish procedures for handling individual requests for accommodations as required under state and federal law.

The district has 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/Title IX Coordinator, 406 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.