

# Board Policy G-12: Americans with Disabilities Act



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## REFERENCES

[Administrative Procedures for Board Policy G-12](#)  
[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 against any applicant or employee who is a qualified individual with a disability. This policy applies to the job application process, and all terms and conditions of employment including, but not limited to, recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff, reinstatement, benefits, education, termination, and the provision of programs and services.

The district will make reasonable accommodation(s) for the known physical or mental limitations of qualified applicants or employees with disabilities to enable them to perform the essential job duties, unless such accommodation(s) would impose an undue hardship on district operations. In accordance with state and federal law, the district will also make reasonable accommodations relating to requests from qualified individuals with a disability to be accompanied by a service animal while in district buildings and classrooms, and/or when attending district or school events.

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 Board Policy S-3, Student Conduct and Discipline.

The purpose of this policy is to ensure the district's employment 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, 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: Whitney Banks, 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.