

OLDHAM COUNTY BOARD OF EDUCATION POLICY

ACCESSIBILITY AND NONDISCRIMINATION STATEMENT

2001

References: Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, Title VI of the Civil Rights Act of 1964, 42 U.S.C. 200e, Civil Rights Act of 1964, Title VII, 20 U.S.C. 1681, Education Amendments of 1972, Title IX; Genetic Information Nondiscrimination Act of 2008, 20 U.S.C. § 7905 (Boy Scouts of America Equal Access Act)

Relates to: Policy 4040, 4090, 4097, 5081, 9009, 9050, 9051, 4090AR 9051AR, 4040AR, 504 Procedures

2001.01 DISCRIMINATION PROHIBITED

The District does not discriminate on the basis of age, sex, color, national origin, race, religion, handicap or disability, marital or parental status or veteran status in its programs and activities and provides equal access to its facilities to the Boy Scouts and other designated youth groups. In addition, the District does not discriminate on the basis of political affiliation or religion.

Notice of the name, work address and telephone number of the Title IX Coordinator and the Section 504 Coordinator for the District shall be provided to employees, applicants for employment, students, parents/guardians, and other beneficiaries such as participants in activities offered to the public.

2001.02 ACCESSIBILITY

The Oldham County School district is committed to improving opportunities and providing services to our students, parents/guardians, the public, and our staff that are free of barriers. We strive to ensure that key principles of independence, dignity, integration, and equality of opportunity are reflected and valued in our learning and working environments. We believe that diversity bring strength to our communities.

A. Facilities:

Pursuant to the Americans with Disabilities Act, as amended, district services, programs and activities, when viewed as a whole, are required to be accessible to qualified persons with disabilities. The District will accomplish this by, among other things, reassignment of programs and events to accessible locations or renovation of existing facilities. However, the district is not required to make structural changes in existing facilities where other methods are effective in achieving compliance with this section, nor is it required to take any actions that would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens.

All new construction and alterations of District-controlled buildings shall be designed and constructed in such a manner that the facility or altered part of the facility is readily accessible to and usable by individuals with disabilities. In addition, alterations to a primary function area will be performed such that the path of travel to that area is readily accessible to the extent required by law.

B. Website:

The Oldham County School District is committed to compliance with the provisions of the Americans with Disabilities Act (ADA), Section 504, and Title II so that students, parents, and members of the public with disabilities can independently acquire the same information, engage in the same interactions, and enjoy the same benefits and services as those without disabilities, with substantially equivalent ease of use; and that they are not excluded from participation in, denied the benefits of, or otherwise subjected to discrimination in any Oldham County School District programs, services, and activities delivered online.

The District Webmaster will be responsible for reviewing and evaluating new material that is uploaded to the website for accessibility on a periodic basis. The District Webmaster will be responsible for reviewing all areas of the District website and evaluating its accessibility on a periodic basis, and at least once per quarter. Any non-conforming web pages will be corrected in a timely manner.

Please note that some pages on the District's website contain links to third party sites, which are not within our control and may not comply with accessibility standards. The District is not responsible for the content or accessibility of third-party sites.

A student, parent, or member of the public who wishes to submit a complaint or grievance regarding a violation of the Americans with Disabilities Act (ADA), Section 504, or Title II related to the

OLDHAM COUNTY BOARD OF EDUCATION POLICY

ACCESSIBILITY AND NONDISCRIMINATION STATEMENT

2001

References: Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, Title VI of the Civil Rights Act of 1964, 42 U.S.C. 200e, Civil Rights Act of 1964, Title VII, 20 U.S.C. 1681, Education Amendments of 1972, Title IX; Genetic Information Nondiscrimination Act of 2008, 20 U.S.C. § 7905 (Boy Scouts of America Equal Access Act)

Relates to: Policy 4040, 4090, 4097, 5081, 9009, 9050, 9051, 4090AR 9051AR, 4040AR, 504 Procedures

accessibility of any webpage that is developed or maintained the District may complain directly to a school administrator or the District Webmaster.

2001.03 FOR ADDITIONAL INFORMATION REGARDING THE DISTRICT'S NON-DISCRIMINATION POLICIES SEE THE FOLLOWING:

- Discrimination Against Students Due to Disability Prohibited: OCBE Policy 4040
- Special Education: OCBE Policy 4090, Administrative Regulation 4090AR
- Sexual Harassment of Employees: OCBE Policy 4081
- Equal Opportunity Statement/Title IX Statement: OCBE Policy 4097
- Section 504 of the Rehabilitation Act of 1973: OCBE Policy 9009, OCBE 504 Procedures
- Religious Freedom for Students: OCBE 9041
- Sex Discrimination of Students: OCBE Policy 9050
- Title IX Sex Discrimination: OCBE Policy 9051
- Title IX Sex Discrimination Grievance Procedure: OCBE 9051AR
- Harassment and Intimidation of Students: OCBE Policy 9052