Board Policy G-12:
Americans with Disabilities Act

REFERENCES

G-12: Administrative Procedures, Americans with Disabilities Act
Utah Code Ann. §34A-5-101 et seq., Utah Antidiscrimination Act

THE POLICY

The Salt Lake City School District Board of Education prohibits discrimination against individuals with disabilities in several areas including employment, transportation, communications, public accommodations, and access to any district program, service, 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 accommodations to employees and qualified employment applicants 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 investigation 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 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.