Personnel

Disability Nondiscrimination

I. Purpose

This policy provides guidance regarding a fair employment setting for all persons in compliance with state and federal law.

II. General Statement of Policy

A. The school district does not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement, discharge, compensation, job training, and other terms, conditions, and privileges of employment.

B. The district does not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability.

C. The district does not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.

D. The district will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose an undue hardship on the district.

E. A job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact the human resources department.

Legal References:
29 U.S.C. § 794 et seq. (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. § 12101 et seq. (Equal Opportunity for Individuals with Disabilities)
29 C.F.R. Part 32 (Nondiscrimination on the Basis of Disability)
34 C.F.R. Part 104 (Nondiscrimination on the Basis of Handicap)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)

Cross Reference:
Policy 521 (Student Disability Nondiscrimination)
Appendix I to Policies 401, 402, 413, 521, 522 and 528

DISCRIMINATION, HARASSMENT, AND VIOLENCE REPORT FORM

Edina Public Schools maintains a firm policy prohibiting all forms of discrimination, harassment, or violence against students or employees, or groups of students or employees, on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity and expression, or disability. All persons are to be treated with respect and dignity. Harassment or violence by any student, teacher, administrator, or other school personnel, which creates an intimidating, hostile, or offensive environment will not be tolerated under any circumstances.

Use of this reporting form is encouraged but not required. Reports may be made orally or in writing, including via electronic mail.

Person completing report: _______________________________________________________

Home address:  _______________________________________________________________

Work address:  _______________________________________________________________

Home phone:  ___________________________  Work phone:  ______

Date of alleged incident(s):  ___________________________

Basis of Alleged Harassment/Violence - circle as appropriate:  race \ color \ creed \ religion \ sex \ national origin \ gender \ age \ marital status \ familial status \ status with regard to public assistance \ sexual orientation \ disability

Name of person(s) you believe harassed or was violent toward you or another person.

________________________________________________________________________

If the alleged harassment or violence was toward another person(s), identify that person(s).

________________________________________________________________________
Where and when did the incident(s) occur? ______________________________________
________________________________________________________________________

Describe the incident(s) as clearly as possible, including such things as: what force, if any, was
used; any verbal statements (e.g, threats, requests, demands); what, if any, physical contact
was involved; or other relevant information. Attach additional pages if necessary.
____________________________________________________________________
____________________________________________________________________

List any witnesses to the incident(s). __________________________________________
________________________________________________________________________

My signature below shows that the information I have provided in this document is true, correct,
and complete to the best of my knowledge and belief.

Signature: ________________________________ Date _____________________________
Received by: ______________________________ Date _____________________________

*Please submit to the building principal or designee, or director of human resources.*

Appendix
revised: 08/10/20
revised: 08/08/22
revised: 09/11/23