## Employees and Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990

Section 504 of the Rehabilitation Act of 1973 (Section 504) prohibits discrimination against an individual with a disability in any program receiving Federal financial assistance. Similarly, Title II of the Americans with Disabilities Act of 1990 (Title II or ADA) prohibits discrimination against individuals with a disability by state and local governments. To be protected under Section 504 and the ADA (collectively, Section 504/ADA), an individual must:

1. have a physical or mental impairment that substantially limits one (1) or more major life activities;
2. have a record of such impairment; or
3. be regarded as having such an impairment.

In order to fulfill its obligation under Section 504/ADA, the Bethany Board of Education (Board) recognizes a responsibility to avoid discrimination in policies and practices regarding its personnel, students, parents/guardians, and members of the public who participate in school-sponsored programs. In this regard, the Board prohibits discrimination against any person with a disability in any of the services, programs, or activities of the Bethany Public School District (District).

Employees who are interested in requesting or discussing reasonable accommodations for a disability should contact:

Human Resources Director
Bethany Public School District
44 Peck Road
Bethany, CT 06524
(203) 393-1170

Any employee may file an internal grievance/complaint regarding discrimination on the basis of disability by or within the District by utilizing the grievance/complaint procedures outlined in the administrative regulations and/or may file a complaint with the following agencies:

Office of Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
(617) 289-0111
OCR.Boston@ed.gov

U.S. Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800) 669-4000

Connecticut Commission on Human Rights and Opportunities
450 Columbus Boulevard
Hartford, CT 06103-1835
(860) 541-3400
(800) 477-5737

Legal Reference: 29 U.S.C. §§ 705, 794

42 U.S.C. § 12101 et seq.

28 C.F.R. Part 35

34 C.F.R. Part 104

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