

Urban Academy

Policy and Procedure:

DISABILITY NONDISCRIMINATION

Policy No.: 01.05

Originate: August 2003

Revised/Reviewed: December 2021

Adopted: 8/03

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I. PURPOSE

- A. This policy is to provide a fair employment setting for all persons and to comply with state and federal law.

II. GENERAL STATEMENT

- A. Urban Academy shall not discriminate against qualified individuals with disabilities, because of the disabilities, with regard to job application procedures, hiring, advancement, discharge, compensation, job training, or any other term, condition or privilege of employment.
- B. Urban Academy shall 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. Urban Academy shall 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.
- C. Urban Academy shall 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 undue hardship on the operation of the business of Urban Academy.
- D. Any 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 site director of the school, the director or the school board. This Director is Urban Academy's appointed ADA/Section 504 coordinator.