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*Revised:* November 12, 2019

*Reviewed:* May 10, 2022

*Revised:* March 24, 2026



## **402 DISABILITY NONDISCRIMINATION POLICY**

### **I. PURPOSE**

The purpose of this policy is to provide a fair employment setting for all persons and to comply with state and federal law.

### **II. GENERAL STATEMENT OF POLICY**

- A. The school district shall 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 school district 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. The school district 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. The school district 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 the school district.
- D. The school district shall make reasonable accommodations for pregnant employees, unless the accommodation would impose undue hardship on the operation of the business of the school district.
- E. 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 Director of Human Resources, Lindsey Bennett, 1440 49<sup>th</sup> Avenue NE, Columbia Heights, MN 55421, 763-528-4516, [bennettl@colheights.k12.mn.us](mailto:bennettl@colheights.k12.mn.us) or the Director of Special Education, Sarah Godfrey, 1440 49<sup>th</sup> Avenue NE, Columbia Heights, MN 55421, 763-528-4540, [godfreys@colheights.k12.mn.us](mailto:godfreys@colheights.k12.mn.us) . These individuals are the school district's appointed ADA/AA/Section 504 coordinators.

***Legal References:*** Minn. Stat. Ch. 363A (Minnesota Human Rights Act)  
29 U.S.C. § 794 et seq. (Section 504 of the Rehabilitation Act of 1973)  
42 U.S.C. §12101 (American with Disabilities Act)  
29 C.F.R. Part 32 (Nondiscrimination on the Basis of Handicap in Programs or Activities Receiving Federal Financial Assistance)  
34 C.F.R. Part 104 (Nondiscrimination on the Basis of Handicap in Programs or Activities Receiving Federal Financial Assistance)  
Women’s Economic Security Act MN Statute 181.9414

***Cross References:*** CHPS Policy 413 (Harassment and Violence)  
CHSD Policy 521 (Student Disability Nondiscrimination)