



Policy 402 Disability Nondiscrimination Policy

BrightWorks Disability Nondiscrimination

Copied from 402 MSBA Model Policy Manual, Disability Nondiscrimination Policy

Note: Districts/MN service cooperatives are required by statute to have a policy addressing these issues

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. BrightWorks shall not discriminate against qualified individuals with disabilities because of the disabilities of such persons in regard to job application procedures, hiring, advancement, discharge, compensation, job training, and other terms, conditions, and privileges of employment.
- B. BrightWorks 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 service cooperative 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. BrightWorks 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 service cooperative.
- 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 Director of Special Education. This individual is also BrightWorks' appointed ADA/Section 504 coordinator.

Adopted April 19, 2023