

ADA/504 & Antidiscrimination

1. What is ADA

- a. The Americans with Disabilities Act (ADA) is a federal civil rights law that prohibits discrimination against people with disabilities in everyday activities. The ADA prohibits discrimination on the basis of disability just as other civil rights laws prohibit discrimination on the basis of race, color, sex, national origin, age, and religion. The ADA guarantees that people with disabilities have the same opportunities as everyone else to enjoy employment opportunities, purchase goods and services, and participate in state and local government programs.

2. What is Section 504

- a. Section 504 of the Rehabilitation Act of 1973 is a federal law which prohibits discrimination against persons with disabilities. The law provides:

No otherwise qualified individual with a disability...shall solely by reason of his or her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance... 29 U. S. C. § 794

Section 504 is based on the principle that students with disabilities shall not be denied access to educational facilities, programs, and opportunities on the basis of their disability.

Section 504 requires that the School District offer a Free Appropriate Public Education (FAPE) to qualified students with disabilities who are in the school district's jurisdiction, regardless of the nature or severity of the disability. To be protected under Section 504, a student must be determined to: (1) have a physical or mental impairment that substantially limits one or more major life activities; or (2) have a record of such an impairment; or (3) be regarded as having such an impairment. Under Section 504, FAPE consists of the provision of regular or special education and related aids and services that are designed to meet the student's individual educational needs as adequately as the needs of non-disabled students and in accordance with Section 504 requirements pertaining to educational setting, evaluation, placement, and procedural safeguards.

3. Notification of Policy

- a. The Ashland City School District does not discriminate on the basis of race, color, religion, sex, age, national origin, or disability in admission, access, treatment, or employment in its programs, services, and activities.

If you need auxiliary aids and services for effective communication (such as a sign language interpreter, an assistive listening device, or print material in digital format) or a reasonable modification to programs, services, or activities, contact the ADA Coordinator as soon as possible. A grievance procedure is available to resolve complaints. Upon request, this notice is available in alternative formats such as large print or Braille.

Applicants, students, parents/guardians, employees, referral agencies, and all organizations holding agreements with the district are hereby notified of this policy. Any person with concerns regarding the District's compliance with the regulations implementing Section 504 of the Rehabilitation Act, or the Americans with Disabilities Act, is directed to contact the District's ADA/Section 504 Coordinator.

See Board of Education Policy Manual (Section 2260, 3123, & 4123) for more information

Ashland City Schools ADA/504 Coordinator:

Kristy Tucker

1407 Claremont Ave. Ashland, OH 44805

419-289-4507

krtucker@goarrows.org

4. Notification of Grievance Procedure

- a. A person who believes that he/she has been discriminated against by the School District, its employees, students, or third parties on the basis of his/her disability may pursue a grievance/complaint.

In the event that parents challenge the actions of the school team regarding the identification, evaluation, or placement of their child, the district provides options for resolving the dispute. The first option to address complaints/grievances is a meeting at the building level to review the parents' concerns and consider possible immediate solutions. This meeting should occur within a reasonable timeframe. The building administrator will meet with the parents and any other staff members as determined necessary to discuss the concerns and attempt to resolve the

issues. The outcome of the meeting will be summarized and shared with the parent and District Section 504 Coordinator.

If parents wish to challenge the actions of the Section 504 Team, they may request, in writing, a review of the case by the District's Section 504 Coordinator within thirty (30) days of the team's actions with which they disagree. The District Section 504 Coordinator will schedule a case review. Parents may examine relevant records prior to the case review. At any time, parents may choose to obtain a second opinion evaluation at the parents' expense. The decisions and recommendations of the District Section 504 Coordinator will be submitted in writing to the parents after the conclusion of the case review. The Parents and District may, by mutual agreement, choose to participate in a facilitated meeting to reconcile any concerns that cannot be resolved through the recommendations issued by the District Section 504 Coordinator.

If you disagree with the district's decisions regarding your child's identification, evaluation, educational program, or placement under Section 504, you may request mediation or an impartial due process hearing. You and your child have the right to take part in the hearing and have an attorney represent you. Hearing requests and other concerns can be made to your district's Section 504 Coordinator.

Kristy Tucker, District 504 Coordinator

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Ashland, OH 44805

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You have the right to file a complaint of discrimination with the U.S. Department of Education's Office for Civil Rights (OCR), or to file a complaint in federal court. Generally, an OCR complaint may be filed within 180 calendar days of the act that you believe was discriminatory. The regional office is located at:

U. S. Department of Education

Office for Civil Rights

Lyndon Baines Johnson Department of Education Bldg

400 Maryland Avenue, SW

Washington, DC 20202-1100

800-421-3481, OCR@ed.gov

<https://www.ed.gov/about/ed-offices/ocr>

The School District, its employees, and students are prohibited from intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by Section 504 or Title II or because an individual has made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under those laws.

5. Your Rights Under Section 504
 - a. [Your Rights Under Section 504](#)