

1 **402 DISABILITY NONDISCRIMINATION POLICY**

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5 **I. PURPOSE**

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7 The purpose of this policy is to provide a fair employment setting for all persons and to comply
8 with state and federal law.
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11 **II. GENERAL STATEMENT OF POLICY**

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14 ~~A.~~ **A.** The school district shall not discriminate against qualified individuals with
15 disabilities because of the disabilities of such individuals in regard to job application
16 procedures, hiring, advancement, discharge, compensation, job training, and other
17 terms, conditions, and privileges of employment.
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20 ~~B.~~ **B.** The school district shall not engage in contractual or other arrangements that
21 have the effect of subjecting its qualified applicants or employees with disabilities to
22 discrimination on the basis of disability. The school district shall not exclude or
23 otherwise deny equal jobs or job benefits to a qualified individual because of the
24 known disability of an individual with whom the qualified individual is known to have a
25 relationship or association.
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28 ~~C.~~ **C.** The school district shall make reasonable accommodations for the known
29 physical or mental limitations of an otherwise qualified individual with a disability who
30 is an applicant or employee unless the accommodation would impose undue hardship
31 on the operation of the business of the school district.
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34 ~~D.A.~~ **D.** Any job applicant or employee wishing to discuss the need for a reasonable
35 accommodation, or other matters related to a disability or the enforcement and
36 application of this policy, should contact Executive Director of Administrative Services,
37 Brenda Albrecht, 17630 Juniper Path, Ste A, Lakeville MN 55044
38 brenda.albrecht@isd194.org. This individual is the school district's appointed
39 ADA/Section 504 coordinator.
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42 **E.** Failure to engage in the process to determine if a reasonable accommodation exists
43 that would allow people with disabilities as defined in Minnesota Statutes, section
44 363A.03, subdivision 12, to participate fully in employment may be an unfair
45 discriminatory practice under the Minnesota Human Rights Act.
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47 **Legal References:-** Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
48 29 U.S.C. § 794 *et seq.* (Section 504 of the Rehabilitation Act of 1973)
49 42 U.S.C. § 12101 (Americans with Disabilities Act)
50 29 C.F.R. Part 32 (Nondiscrimination on the Basis of Handicap in Programs or Activities Receiving
51 Federal Financial Assistance)
52 34 C.F.R. Part 104 (Nondiscrimination on the Basis of Handicap in Programs or
53 Activities Receiving Federal Financial Assistance)
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55 **Cross References:-** ISD 194 Policy 413 (Harassment and Violence)
56 ISD 194 Policy 521 (Student Disability Nondiscrimination)
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58 ISD 194 Policy 402
59 Adopted: March 26, 2013
60 Revised: May 10, 2016
61 Revised: April 30, 2024
62 Technical Updates: April 28, 2026
63 Revised:

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