

**#4118.14**

**Americans with Disabilities Act/Section 504**

---

1  
2  
3  
4 Section 504 of the Rehabilitation Act of 1973 (“Section 504”) prohibits discrimination  
5 against individuals with a disability in any program receiving Federal financial  
6 assistance. Similarly, Title II of the Americans with Disabilities Act of 1990 (“Title II”  
7 or “ADA”) prohibits discrimination against individuals with a disability by state and local  
8 governments. To be protected under Section 504 and the ADA (“collectively, “Section  
9 504/ADA”), an individual must (1) have a physical or mental impairment that  
10 substantially limits one or more major life activities; (2) have a record of such an  
11 impairment; or (3) be regarded as having such an impairment.

12  
13 In order to fulfill its obligation under Section 504/ADA, the Madison Public Schools  
14 recognize a responsibility to avoid discrimination in policies and practices regarding its  
15 personnel, students, parents/guardians and members of the public who participate in  
16 school sponsored programs. In this regard, the Madison Public Schools prohibit  
17 discrimination against any person with a disability in any of the services, programs or  
18 activities of the school system.

19  
20 Employees who are interested in requesting or discussing reasonable accommodations for  
21 a disability should contact:

22  
23 **Director of Special Education**  
24 **10 Campus Drive**  
25 **Madison, CT 06443**  
26 **202-245-6341**  
27

28 Any employee may file an internal grievance/complaint regarding discrimination on the  
29 basis of disability by or within the district by utilizing the grievance/complaint  
30 procedures outlined in the Board’s Administrative Regulations Regarding Employees and  
31 Section 504 of Rehabilitation Act of 1973 and Title II of Americans with Disabilities Act,  
32 and/or may file a complaint with the Office for Civil Rights, U.S. Department of  
33 Education (“OCR”):

34  
35 Office for Civil Rights, Boston Office  
36 U.S. Department of Education

37 8<sup>th</sup> Floor  
38 5 Post Office Square  
39 Boston, MA 02109- 3921  
40 (617) 289-0111  
41  
42

43 Employees may also file a complaint regarding employment discrimination on the basis  
44 of disability with:

45  
46 Equal Employment Opportunity Commission  
47 Boston Area Office  
48 John F. Kennedy Federal Building  
49 475 Government Center  
50 Boston, MA 02203  
51 (800) 669-4000  
52

53 Employees may also file a complaint with:

54  
55 Connecticut Commission on Human Rights and Opportunities  
56 25 Sigourney Street  
57 Hartford, CT 06106  
58 (800) 477-5737  
59

60 Anyone who wishes to file a grievance/complaint with the district, or who has questions  
61 or concerns about this policy, should contact the Director of Special Education, the  
62 Section 504/ADA Coordinator for the Madison Public Schools, at 203-245-6341.  
63

64  
65 Legal References:

66  
67 29 U.S.C. §§ 705, 794  
68 34 C.F.R. Part 104  
69 42 U.S.C. § 12101 et seq.  
70 28 C.F.R. Part 35  
71

72  
73 First Reading: November 10, 2020  
74 Second Reading: December 1, 2020  
75 Third Reading: December 15, 2020