



First Reading: July 13, 2017

Second Reading: _____

Approval: _____

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. Mahtomedi Public Schools 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. In addition, Mahtomedi Public Schools do not discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, age, gender identity and expression, socio-economic status family care leave status, or veteran status.
- 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.~~ 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 Human Resources Supervisor. ~~This individual is the school district's appointed ADA/Section 504 coordinator.~~

E. The following person has been designated to handle inquiries regarding the Disability Nondiscrimination policy:

- Section 504 Coordinator – Director of Learning and Accountability, Mahtomedi Public Schools, 1520 Mahtomedi Ave., Mahtomedi, MN 55115. 651-407-2000.

Legal References: 29 U.S.C. 794 *et seq.* (Rehabilitation Act of 1973, § 504)
42 U.S.C., Ch. 126 § 12112 (Americans with Disabilities Act)
29 C.F.R. Part 32
34 C.F.R. Part 104

Cross References: Policy 521 (Student Disability Nondiscrimination)

Revised: 4/13/17; 8/13/15 (MSBA Policy Review)

Adopted: 5/8/97