

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. The school district 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.
- 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 Title IX and Section 504 Coordinators to handle inquiries regarding the non-discrimination policies:

East Central Schools, ISD #2580
Andy Almos, Superintendent
61085 State Hwy. 23
Finlayson, MN 55735
Office Phone: (320) 245-2289 x6001
aalmos@eastcentral.k12.mn.us

Alternate: East Central Schools, ISD #2580
Jeannette Kester, Board Chair
61085 State Hwy. 23
Finlayson, MN 55735
Office Phone: (320) 245-2289 x6000
jkester@eastcentral.k12.mn.us

- E. A grievance procedure for complaints of discrimination is available on the district website at www.eastcentral.k12.mn.us

Legal References: Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
29 U.S.C. 794 *et seq.* (§ 504 of Rehabilitation Act of 1973)
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: East Central ISD #2580 Policy 521 (Student Disability Nondiscrimination)