

Helix School District 1R

Code: **BAA**
Adopted: 1/8/97
Orig. Code(s): None

Americans with Disabilities Act

The Helix School District # 1-R, in compliance with the Americans with Disabilities Act, is committed to maintaining employment, facilities, communications and transportation practices that provided equity to disabled persons in all phases of the district's programs, services and benefits.

The Helix School District will provide reasonable accommodations for the known disabilities of all applicants for positions and current employees upon request and with appropriate advance notice. Primary consideration will be given to the requests of the disabled person in the selection of appropriate auxiliary aids and services.

Reasonable accommodations provided must not present an undue hardship for the district; must not be unduly costly, extensive or disruptive nor present a direct threat to the health and safety of employees.

All district facilities, transportation services and communications will be accessible and usable by disabled persons, consistent with Section 504 of the Federal Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

In it's efforts to ensure equal access to disabled persons, the Helix School Board directs the superintendent/principal to develop and implement an appropriate plan that provides for district compliance with the Americans with Disabilities Act.

END OF POLICY

Legal Reference(s):

Rehabilitation Act of 1973, 29 U.S.C. Sections 791, 793 and 794.

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).

Echazabal v. Chevron, _F3d_ (9th Cir 2000). ("Direct threat" exception to "otherwise qualified" portion of ADA does not apply to employee's own health or safety.)