

Hermiston School District 8R

Code: **ACA**
Adopted: 11/14/11
Revised/Readopted: 7/10/17
Orig. Code(s): ACA

Americans with Disabilities Act

The district, in compliance with the Americans with Disabilities Act of 1990 (ADA) and the Americans with Disabilities Act Amendment Act of 2008 (ADAAA), is committed to maintaining employment practices, services, programs and activities that provide equity to qualified individuals with disabilities.

The district will provide reasonable accommodations for the known disabilities of all applicants and current employees in all employment application procedures; hiring, advancement or discharge; employee compensation; job training; other terms, conditions and privileges of employment 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.

A Reasonable accommodations must not present an undue hardship for the district; be unduly costly, extensive or disruptive, nor present a direct threat to the health or safety of the individual or others in the workplace.

District services, programs and activities will be accessible and usable by qualified individuals with disabilities, consistent with Section 504 of the Rehabilitation Act of 1973, the ADA and the ADAAA. Accessibility may be achieved through nonstructural as well as structural methods.

In order to achieve equal access, the district will make available appropriate auxiliary aids and services that promote effective communications. Primary consideration will be given to the request of individuals with disabilities in the selection of appropriate aids and services. Final determination will be made by the Board. Auxiliary aids and services determinations will be based on availability, effectiveness and financial or administrative burden to the district.

The Board directs the superintendent to develop and implement an appropriate plan that provides for district compliance with the ADA and the ADAAA, including the appointment of an ADA compliance officer and the establishment of a process for the investigation and prompt and equitable resolution of any complaint regarding noncompliance. The compliance officer will use Board policy and administrative regulation KL - Public Complaints.

END OF POLICY

Legal Reference(s):

Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 791, 793-794 (2006).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).
Chevron U.S.A. Inc. v. Echazabal, 536 U.S. 73 (2002).
Americans with Disabilities Act Amendments Act of 2008.

Cross Reference(s):

AC - Nondiscrimination
BD/BDA - Board Meetings
GAB - Job Descriptions
GBA - Equal Employment Opportunity
GBL - Personnel Records
GCBDB/GDBDB - Employee Light Duty - Early Return to Work
GCBDD/GDBDD - Employee Light Duty - Early Return to Work
JB - Equal Educational Opportunity