

**Milton-Freewater
School District 7**

Code: **ACA**
Adopted: 11/23/93
Revised/Readopted: 01/08/02; 8/11/09; 1/11/11;
10/10/16

American with Disabilities Act

The Milton-Freewater Unified School District No. 7 in compliance with the American 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 for positions 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.

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 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 Federal Rehabilitation Act of 1973 and the ADA. Accessibility may be achieved through nonstructural as well as structural methods.

In its efforts to ensure equal access, the district will make available appropriate auxiliary aids and services that promote effective communication. Primary consideration will be given to the requests of the disabled person in the selection of appropriate auxiliary 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 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.

Retaliation is prohibited against anyone who files a complaint of discrimination, participates in an Office of Federal Contract Compliance Program proceeding or otherwise opposes discrimination under federal or state laws.

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
FJ - Temporary District Facilities
FK - Facilities Renovation
GAB - Job Description
GBA - Equal Employment Opportunity
GBL - Personnel Records
GCBDB/GDBDB - Early Return to Work
GCBDD/GDBDD - Sick Time
JB - Equal Educational Opportunity