

**Prairie City  
School District 4**

Code: **ACA**  
Adopted: 12/15/92  
Readopted: 06/14/06

**Americans with Disabilities Act**

The district, in compliance with the Americans with Disabilities Act, is committed to maintaining employment, facilities, communications and transportation practices that provide equity to disabled persons in all phases of the district's programs, services and benefits.

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 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 its efforts to ensure equal access to disabled persons, the Board directs the administrator to develop and implement an appropriate plan that provides for district compliance with the Americans with Disabilities Act.

END OF POLICY

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**Legal Reference(s):**

Rehabilitation Act of 1973, 29 U.S.C. §§ 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)

**Cross Reference(s):**

AC - Nondiscrimination  
GBA - Equal Employment Opportunity  
JB - Equal Educational Opportunity