

**Saint Helens
School District 502**

Code: **ACA**
Adopted: 3/13/95
Readopted: 2/26/07; 11/22/10
Orig. Code(s): ACA

Americans with Disabilities Act

The district, in compliance with the Americans with Disabilities Act (ADA) of 1990 and the Americans with Disabilities Act Amendment Act of 2008 (ADA), 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. 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. Accessibility may be achieved through nonstructural as well as structural methods.

In its efforts to ensure equal access, the Board directs the superintendent to develop and implement an appropriate plan that provides for district compliance with the Americans with Disabilities Act, 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 opposed 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/Regular Board Meetings

BDDA - Notification of Board Meetings

FA - Facilities Development Goals

FJ - Temporary District Facilities

FK - Facilities Renovation

GAB - Job Descriptions

GBA - Equal Employment Opportunity

GBL - Personnel Records

GCBD/GDBD - Leaves and Absences

JB - Equal Educational Opportunity