

PERSONNEL

A. Generally

The school board is of the general view that:

1. Discrimination against a qualified person on the basis of sex, handicap or disability is unfair; and that
2. To the extent reasonably possible all employees should be in the mainstream of life in a school community.

B. Applications

Under the body of law cited in the legal reference of this policy and implementing regulations thereto a school division receiving federal funds:

1. May not discriminate against qualified persons in any aspect of school division employment on the basis of sex, handicap or disability.
2. Must make facilities accessible and usable to all employees.
3. Must provide all employees with the same health, welfare and other social services.

C. Employee Compliance

Division employees will comply with the preceding requirements of the law and with any regulations approved by the school board to ensure this policy of nondiscrimination on the basis of sex, handicap or disability.

D. Compliance Officer

The superintendent will designate an individual to act as the division's compliance officer. This officer is referred to as the Title IX/Section 504 Coordinator. All employees will be notified of the name, office address and telephone number of the designee.

Editor's Notes: For the Title IX/Section 504 coordinator see school board policy # 3-26.1.

For grievance procedures for discrimination on the basis of sex, handicap or disability see division regulation # R 5-3.1.

Legal Reference: (1992) Regulations implementing Americans with Disabilities Act effective 1/26/92 for access, 7/26/92 for employment.

Americans with Disabilities Act of 1990.

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Nondiscrimination on the Basis of Sex/Handicap or Disability (continued)

Title IX of the Education Amendments of 1972. (Regulation 86.6 . . .) Adoption of grievance procedures.(b) Complaint procedure of recipient.

Section 504 of the Rehabilitative Acts of 1973.
34 C.F.R. Section 104.7 (a) and (b).

Adopted by School Board: June 15, 1993