

INDEPENDENT SCHOOL DISTRICT 271
Bloomington, Minnesota


REQUEST FOR SCHOOL BOARD ACTION

DATE OF BOARD MEETING: August 27, 2018
SUBJECT: Policy 402, Disability Nondiscrimination
ORIGINATING DEPARTMENT: Office of Human Resources
APPROVAL OF ADMINISTRATIVE CABINET MEMBER: Mary E. Burroughs ^{MB}
Executive Director, Human Resources

RESOLUTION FOR BOARD TO ADOPT:

RESOLVED, that the School Board of Independent School District 271 approves revised Policy 402, Disability Nondiscrimination.

RECOMMENDATION OF SUPERINTENDENT:

Approve. 

DETAILED BACKGROUND:

Policy 402, Disability Nondiscrimination, is the District's policy providing a fair employment setting for all persons and to comply with state and federal law. This policy is mandatory and follows the Minnesota School Boards Association model policy.

There were no substantive changes to the policy; only a District formatting change. The Minnesota School Boards Association made no changes to the model policy since our last update. District legal counsel has reviewed the policy. There is no accompanying regulation.

The School Board Policy Committee reviewed this policy on August 13, 2018, and recommends approval.

Adopted: September 24, 2001
Superintendent Review: March 10, 2008
Board Review: June 9, 2014 (No Change)
Board Revised: August 27, 2018 [Routine Review/MSBA Model Policy/Mandatory]

Contact Person: Executive Director of Human Resources

POLICY 402 DISABILITY NONDISCRIMINATION

I. PURPOSE

To provide a fair employment setting for all persons and to comply with state and federal law.

II. GENERAL STATEMENT OF POLICY

- A. The District shall not discriminate against qualified individuals with disabilities, because of the disabilities, with regard to job application procedures, hiring, advancement, discharge, compensation, job training, or any other term, condition or privilege of employment.
- B. The District shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. The District shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.
- C. The District shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the District.
- D. Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact District's appointed ADA/Section 504 coordinator.