

4001

Disability Non-Discrimination

Policy

Original Adoption: 03/14/2000

Effective Date: 03/26/2008

Revision Dates: 03/25/2008

I. PURPOSE

The purpose of this policy is 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 of such individuals with regard to employment, including:
 - 1. application procedures,
 - 2. hiring,
 - 3. advancement,
 - 4. discharge,
 - 5. compensation,
 - 6. job training , and
 - 7. other terms, conditions and privileges 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.
- C. The District shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of any individual with whom the qualified individual is known to have a relationship or association.
- D. The District shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability within the meaning of the Americans with Disabilities Act who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the District.
- E. Providing reasonable accommodations does not require the District to create new positions or to bump another employee from a position for the purpose of accommodation.

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III. RESPONSIBILITY

- A. The Superintendent is authorized to promulgate regulations to implement this policy.

- B. The Superintendent shall designate an authorized official to receive and investigate complaints or allegations of violations of this policy.

Legal References:

42 U.S.C. §12101 *et seq.* (The Americans with Disabilities Act)

Minnesota Statutes chapter 363A (The Minnesota Human Rights Act)

Cross References:

MPS Policy 4000 (Equal Employment Opportunity)

MPS Policy 4002 (Harassment and Violence Prohibition)

MPS Policy 5000 (Equal Education Opportunity)

MPS Policy 5750 (Disability and Nondiscrimination)