

Nondiscrimination on the Basis of Disability

The Board believes that discrimination against a qualified disabled person, solely on the basis of disability, is unfair. Furthermore, the Board believes that qualified disabled persons should be in the mainstream of life in the school community to the extent that is reasonably permissible and/or possible.

Therefore, pursuant to Public Law 93-112, Section 504 of the Rehabilitation Act of 1973 and its accompanying federal regulations, the Board declares that the school district does not and will not discriminate on the basis of disabling conditions in the education programs, activities and vocational opportunities offered by the district. This policy will extend not only to students with regard to educational opportunities, but also to employees with regard to employment opportunities, and to other qualified individuals with a disability.

Under the Public Law 93-122, Section 504 of the Rehabilitation Act of 1973, Public Law 94-142, The Education for All Handicapped Children Act of 1975, and the Americans With Disabilities Act, The School District of St. Joseph:

- May not discriminate against qualified disabled persons in any aspect of school district employment solely on the basis of disability, and will make reasonable accommodations for the known disabilities of qualified applicants and employees.
- Must make facilities, programs and activities accessible, usable and open to qualified disabled persons. The building administrator will ensure mobility-impaired persons or members of the public have access to the District's programs or activities held in inaccessible sites by relocating those programs and activities to accessible sites. In order to make these accommodations patrons will give a 30 day notice to the building administrator for any specified program or activity. In the event this timeline is not met the building administrator will make every effort to meet such accommodation within the limited time frame.
- Must provide free appropriate education at elementary and secondary levels, including nonacademic and extracurricular services and activities to qualified disabled persons.
- May not exclude any qualified disabled persons solely on the basis of disability from participation in any preschool education or day care program or activity, or from any adult education or vocational program or activity.
- Must provide each qualified disabled person with the same health, welfare and other social services as are provided other persons.

The Board will designate an individual to act as the district's Section 504 compliance coordinator, and will ensure that the coordinator's name, business address and telephone number, as well as the statements of nondiscrimination by the district, are published to patrons, employees and students on an annual basis. The Board will also designate an individual to act as the compliance coordinator for the Americans With Disabilities Act and will make available to all interested individuals the name, business address and telephone number of this individual. Information about the Americans With Disabilities Act and its applicability to the district's programs, service and activities will be made available to applicants, participants and other interested persons. Accordingly, it will be the policy of the Board to continually evaluate its practices and procedures to ensure fair and equitable educational and employment opportunities without regard to disability to all of its students and employees.

Grievances — Alleged Discrimination on the Basis of Disabling Conditions

It shall be the policy of the Board that individuals be assured the opportunity for an orderly presentation in the review of grievances, which should aid in the elimination of discriminatory acts governed by Section 504.

The procedures to resolve grievances associated with alleged discrimination on the basis of disabling conditions in educational programs governed by P.L. 94-142 shall be those as outlined in the Missouri Department of Elementary and Secondary Education publication Compliance Policies for Public Law 94-142, The Education for All Handicapped Children Act of 1975.

No person shall suffer reprisals as a result of having initiated or presented a grievance.

Board Policy Adopted: March 9, 1998

Reviewed: August 25, 2006

Board Policy Revised: February 14, 2011

Cross Refs: AC, Nondiscrimination
IGBA, Programs for Disabled Students

Legal Refs: P.L. 93-112, Rehabilitation Act of 1973, Section 504 (29 U.S.C. 794)
P.L. 94-142, Education for all Handicapped Children Act of 1975 (20
[U.S.C. § 1400](#) et seq.)
[§§ 162.670 - .995](#), RSMo.
Annual Local Education Agency Compliance Plan under Part B of the
Education of the Handicapped, as amended by P.L. 94-142
Americans With Disabilities Act (42 U.S.C. 12101 et seq.)