

Policy 402

Disability Nondiscrimination Policy



HEARTLAND LAKES COMMUNITY SCHOOL EXISTS TO EMPOWER SCHOLARS TO:
BRAVELY LIVE THEIR TRUTH,
TO BECOME WISE STEWARDS OF THE LAND AND RESOURCES
AND TO IGNITE LASTING CURIOSITY THAT LEADS TO POSITIVE CHANGE IN THEIR SCHOOL, THEIR COMMUNITIES, AND THEMSELVES.

Adoption:	March 25, 2024
Revision History	
Last Board Review: March 25, 2024	
Next Board Review: March 2027	
Review Frequency: Every 3 Years (per Policy 208)	

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. POLICY STATEMENT

- A.** The school district shall not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement, discharge, compensation, job training, and other terms, conditions, and privileges of employment.
- B.** The school 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 school 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 school 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 school district.

- D. Any job applicant or employee wishing to discuss the need for reasonable accommodations, or other matters related to a disability or the enforcement and application of this policy, should contact the Director. This individual is the school district's appointed ADA/Section 504 coordinator.

Legal References: 29 U.S.C. 794 et seq. (§ 504 of Rehabilitation Act of 1973) 42 U.S.C., Ch. 126 § 12112 (Americans with Disabilities Act) 29 C.F.R. Part 32 34 C.F.R. Part 104 Cross

References: MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)