

PERSONNEL

Individuals with Disabilities

The Okemos Public Schools does not discriminate against individuals on the basis of disability. This non-discriminatory obligation applies to admission or access to, participation in, or treatment or employment in, its programs and activities.

As used in this policy and any implementing procedures, "an individual with a disability" means a person who currently has, who has a record of having, or is regarded as having a physical or mental impairment that substantially limits one or more of his/her major life activities.

An individual with a disability does not include an individual currently engaging in the illegal use of drugs when the district acts on the basis of such use. An individual who is currently an alcoholic may not be covered by this policy, if that person's use of alcohol adversely affects job performance or conduct.

The Board of Education has adopted a grievance procedure to provide for prompt and equitable resolution of complaints alleging violations of Section 504, the Americans with Disabilities Act, the Persons with Disabilities Civil Rights Act, and this policy and shall designate a District Section 504 Coordinator. The Section 504 Coordinator will investigate and attempt to resolve grievances regarding alleged violations of this policy. A copy of the Rehabilitation Act of 1973 and Section 504 implementing regulations may be obtained from the Section 504 Coordinator, building administrator or program director.

A notice of the board's policy on nondiscrimination in employment and education practices and the identity of the Section 504 Coordinator shall be published in each building's handbook, first parent newsletter, district's school report and any district recruitment statements.

Reference: Section 504
Rehabilitation Act of 1973
Title II of the Civil Rights Act of 1964 (452 USC, Section 2000a)

Policy:
Adopted: 02-08-93
Amended: 03-27-17
Reviewed:

A. General Employment:

No qualified person shall, on the basis of disability, be subject to discrimination in employment in any district program or activity.

B. Recruiting and Hiring:

No candidate for employment shall be required to answer a question regarding a disabling condition and no such candidate will be discriminated against on the basis of a disabling condition that is not directly related to the essential functions of the position for which he/she has applied.

However, this stipulation does not constrain the need to ensure that an applicant is not afflicted with a currently contagious disease or infection which would constitute a direct threat to staff and students nor to determining if any applicant is a current user of illegal drugs or would otherwise pose a direct threat to the property or safety of district staff or students.

C. Reasonable Accommodation:

1. The Board of Education will make reasonable accommodations to known physical or mental limitations of an otherwise qualified applicant or employee with a disability unless the accommodation would impose an undue hardship on the operation of its programs.
2. The Board of Education will include notice of reasonable accommodation requirements on district employment application forms and will post notice that employee reasonable accommodation request forms may be obtained from the Section 504 Coordinator.

Regulations: March, 2017