

## **Nondiscrimination on the Basis of Disability**

The Board is committed to a policy of nondiscrimination in relation to race, color, creed, sex, religion, national origin, age, marital status, sexual orientation, ancestry or disability. With regard to disability, the Board recognizes that each student or employee who has one or more disabilities also has vast capabilities and interests which enable them to make significant contributions to their school community and in their relationships with others around them. The Board welcomes the presence and real participation of each student and employee who has a disability, and encourages all staff, students and patrons to create a welcoming and supportive environment for everyone who participates in any aspect of public education within the District.

### **1. Designation of Responsible Employee**

The Board shall designate an individual as the responsible employee to coordinate District compliance with Section 504 of the Rehabilitation Act and its administrative regulations and with the Americans with Disabilities Act.

The designee, the District's Section 504/ADA compliance officer, shall formulate procedures for carrying out the policies in this statement and shall be responsible for continuing surveillance of District educational programs and activities with regard to compliance with Section 504/ADA and its administrative regulations.

The designee shall, upon adoption of this policy and once each academic year thereafter, notify all students and employees of the District of the title, address and telephone number of the Section 504/ADA compliance officer. Notification shall be by posting and/or other means sufficient to reasonably advise all students and employees.

### **2. Grievance Procedure**

All students and employees shall have a ready means of resolving any claim of discrimination on the basis of disability in the facilities, educational programs or activities of the District.

In the event a student or employee believes that there has been a violation of Section 504/ADA or its administrative regulations, he/she shall mail or deliver to the employee designated as Section 504/ADA compliance officer a written statement setting out the alleged violations in specific terms, describing the incident or activity involved, the individuals involved and the dates, times and locations involved (See ACE-E-2 and AC-R).

### 3. Dissemination of Policy

The Superintendent shall notify applicants for admission, students, parents of elementary and secondary school students, sources of referral of applicants for admission, employees and applicants for employment that it does not discriminate on the basis of disability in the educational programs or activities which it operates and that it is required by Section 504/ADA and its administrative regulations not to discriminate in such a manner. The notification shall be made in the form and manner required by law or regulation.

Adopted September 8, 1993

Revised October 26, 1994

Revised May 28, 2008

LEGAL REFS.: 29 U.S.C. 701 *et seq.* Section 504  
42 U.S.C. 1201 *et seq.* Americans with Disabilities Act  
34 C.F.R. 104 *et seq.*

CROSS REF.: IHBA, Special Education Programs for Students with Disabilities

St. Vrain Valley School District RE-1J, Longmont, Colorado