

Elimination of Discrimination on the Basis of Disability

Prohibitions or requirements of this policy regarding discrimination against qualified disabled persons solely on the basis of disability applies to the following school district programs conducted by M.S.A.D. #49.

A. Employment

1. No qualified person with a disability shall, on the basis of handicap, be subjected to discrimination, and the school district shall not limit, segregate, or classify any applicant for employment or any employee in any way that adversely affects his/her opportunities or status because of disability.
2. The school district shall make reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee with a disability unless it is clear that an accommodation would impose an undue hardship on the operation of a school district program.
3. The district shall not make use of any employment test or criterion that screens out disabled persons unless the test or criteria is clearly and specifically job-related, and alternative tests or criteria that do not screen out persons with disabilities are not available.
4. While the school district may not make pre-employment inquiry as to whether an applicant has a disability, it may inquire into an applicant's ability to perform job-related functions.

B. Facilities

1. No qualified person with a disability shall be denied the benefits of, be excluded from participation in, or otherwise be subjected to discrimination in any school district program because the school district facilities are inaccessible to or unusable by disabled persons.
2. While the school district is not required to make every facility accessible to persons with disabilities, careful planning should be done so that disabled persons may participate in programs or activities. Additions or new facilities shall be so designed that they are readily accessible to and usable by persons with disabilities.

C. Educational Program

1. The school district shall formulate an outreach program that annually shall attempt to identify and locate every qualified pupil with disabilities of school age residing within the school district who is not receiving a public education, and notify such person or the parents of the right to a free appropriate public education.

Approved: October 16, 2014