

## COLCHESTER SCHOOL DISTRICT

**POLICY: SECTION 504 REHABILITATION ACT OF 1973 AMERICANS WITH DISABILITIES ACT. POLICY FOR NON-DISCRIMINATION ON THE BASIS OF DISABILITY.**

**DATE ADOPTED:** March 3, 2020

### **PURPOSE**

It is the intent of the Colchester School District that the board and its employees will not discriminate against any intended beneficiaries of statutory protection (including, but not limited to, students, employees, parents, guardians, other members of the community or applicants for employment or admission) on the basis of disability in admission and access to, or treatment and employment in, any of the school's programs and activities, policies, procedures and practices to the extent provided by law.

### **IMPLEMENTATION**

The board recognizes its responsibility to identify students who are qualified individuals with disabilities under Section 504 of the Rehabilitation Act of 1973, and to provide them regular and/or special education and related aids and services that are designated to meet their individual educational needs as adequately as the needs of non-handicapped students are met.

The district will provide reasonable accommodations to the known physical or mental limitations of a qualified applicant or employee with a disability, unless the accommodation would pose an undue hardship on the district. Requests for reasonable accommodations may be made to the 504/ADA coordinator named below, or to the building administrator.

The following person has been designated to coordinate activities, inquiries and grievances under Section 504 and under the Americans with Disabilities Act:

Special Education Coordinator  
Colchester School District  
P.O. Box 27  
Colchester, VT 05446-0027  
(802) 264-5999

### **ADMINISTRATIVE RESPONSIBILITIES**

Procedures to carry out this policy may be revised by the superintendent and their designees as needed and approved by the board.

Sources: 29 U.S.C. sec. 794, (Section 504 of the Rehabilitation Act of 1973 as amended); the Americans with Disabilities Act; 34 C.F.R. part 104: 9 V.S.A. Section 4501 et seq.; Vermont State Board of Education Policy Manual Rule 1250 et seq.

Last Adopted: June 21, 2000  
Date Warned: February 14, 2020  
First Reading: February 18, 2020  
Second Reading: March 3, 2020