

**RED WING PUBLIC SCHOOLS
BOARD OF EDUCATION POLICY**

402 DISABILITY NONDISCRIMINATION

Adopted: December 5, 2005

Last Revised: August 5, 2024

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. ALTERNATIVE LANGUAGE VERSION(S)

This policy is available in language(s) other than English. Alternative language version(s) of this policy are available at:

Office of the Superintendent
Red Wing Public Schools
2451 Eagle Ridge Drive
Red Wing, MN 55066

651-385-4501

III. GENERAL STATEMENT OF POLICY

- 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 his or her relationship or association with an individual who has a disability.
- 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 a reasonable accommodation, or other matters related to a disability or the enforcement and

application of this policy should contact the school district's Americans with Disabilities Act (ADA) and Section 504 Coordinator. The contact information for this individual is listed in the school's Nondiscrimination Notice located on the school's website.

V. COMPLAINTS, GRIEVANCES, AND REPORTS OF DISCRIMINATION

The document "Procedures for Submitting and Resolving Complaints, Grievances, and Reports of Unlawful Discrimination, Harassment or Violence, Bullying, or Hazing" provides information about reporting complaints, investigation procedures, school district action, appeals, prohibition of retaliation, and right to alternative complaint procedures.

VI. DISSEMINATION OF POLICY

- A. The individuals authorized in conjunction with this policy shall be posted on the school district's website in the Nondiscrimination Notice.
- B. The school district shall conspicuously post the name and contact information of the American with Disabilities Act (ADA) and Section 504 Coordinators.

Legal References:

Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
29 U.S.C. 794 *et seq.* (Rehabilitation Act of 1973, § 504)
42 U.S.C., Ch. 126 § 12112 (Americans with Disabilities Act)
29 C.F.R. Part 32
29 C.F.R. Part 35
34 C.F.R. Part 104

Cross References:

MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)