

**POLICY TITLE: Reasonable
Accommodation for Persons with
Disabilities**

POLICY NO: 292

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This district is committed to complying with all applicable provisions of the Americans with Disabilities Act (“ADA”) and Section 504 of the Rehabilitation Act of 1973 (Section 403”). In accordance with the ADA/Section 504, this district will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities. Accordingly, the district will generally, upon request, provide reasonable accommodations as follows:

Effective Communication: The district will generally, upon request, provide appropriate aids and services leading to effective communication for qualified individuals with disabilities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The district will make all reasonable modifications to policies and programs to ensure that individuals with disabilities have an equal opportunity to enjoy all of the district’s programs, services, and activities.

All public meetings, workshops, and conferences sponsored by the district will meet the following requirements:

MEETING LOCATIONS

Meetings are to held in wheelchair accessible locations. The district employee responsible for meeting arrangements must check with the facilities management to determine the accessibility status of a site prior to scheduling the meeting. The 205/ADA Coordinator will be notified when (a) no accessible locations are available for a meeting, and there is reason to believe mobility impaired persons may wish to attend or (b) whenever particular facilities are found not be accessible.

SAFETY PROCEDURES

An emergency evacuation is required for each meeting. The recommended procedure should be obtained from the meeting site management and announced to the group at the beginning of the meetings, as well as the location of restrooms and other amenities. Any special procedures for persons with disabilities, such as fire-safe areas, should also be announced.

PRINTED MEETING NOTICES

The following clause should be included in all printed meeting notices:

NOTE: If any auxiliary aids or services are needed for individuals with disabilities, please contact the district clerk at 208-536-2418 or T.D. (telephone device for the deaf phone number) no later than three (3) working days before the meeting.

REASONABLE ACCOMMODATIONS

This district is required to provide reasonable accommodations for persons with disabilities who wish to attend district-sponsored meetings. Accommodations may include interpreters for the deaf, written text in large print or Braille, information recorded on audio tape, amplified hearing devices, and assistance with reading instructions or fill out forms. The associated cost, if any, becomes a part of the cost of sponsoring the meeting. Reasonable accommodations should be requested in writing at least three (3) working days before the meeting. Contact persons may request assistance from the 205-ADA Coordinator before sending it to the requestor and other parties.

Final determinations of requests for reasonable accommodations shall be issued in writing to the requestor and any other necessary parties. Contact persons must have the final determination approved by the 205/ADA Coordinator before sending it to the requestor and other parties. Appeals of accommodation requests shall be set forth below.

The 205/ADA Coordinator for the Wendell School District is:

Name: Greg Lowe
Address 150 Main Street East
Phone number: 208-536-2418
Fax number: 208-536-2629

504/ADA COORDINATOR (NOTE: each district with 50 or more employees, counting all full and part-time employees, must appoint a 504/ADA Coordinator)

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LEGAL REFERENCE:

Americans with Disabilities Act,
42 USC 12101
28 CFR § 35.107(a)
28 CFR § 35.107(b)
28 CFR § 35.130(a)
Section 504 of the 1973 Rehabilitative Act
29 USC 794

ADOPTED: April 22, 1998
AMENDED: December 15, 2015