



<b>Policy Title &amp; Number</b>	402 - Disability Nondiscrimination Policy

<b>Date Created:</b>	April 26, 2018
<b>Past Policy Revision Date(s):</b>	Reviewed August 2018
<b>Related Policy(ies):</b>	
<b>Policy Type (Operating, Board)</b>	Operating

**A. Purpose**

The purpose of this policy is to provide a fair employment setting for all persons and to comply with state and federal law.

**B. Definitions**

**C. Policy Statement**

TrekNorth shall not discriminate against qualified individuals with disabilities, or because of the disabilities, with regard to job application procedures, hiring, advancement, discharge, compensation, job training, or any other term, condition or privilege of employment. The School 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 shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association. TrekNorth 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. 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 Director. Employees with questions or concerns about discrimination in the workplace are encouraged to bring these to the attention of the Executive Director or directly to the TrekNorth School Board. Employees may bring concerns and make reports without fear of reprisal. Anyone found to be engaging in unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

*This policy may be revised at any time without notice. All revisions supersede prior policy and are effective immediately upon approval by the Director.*

#### **D. Associated Procedures or Other Information**

#### **E. Associated Forms**

Legal References: 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 34 C.F.R. Part 104

Cross References: MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)