3351.1 TEACHING STAFF MEMBER DISABILITIES PURSUANT TO SECTION 504 OF
THE REHABILITATION ACT OF 1973

The South Orange and Maplewood School District Board of Education ("District" or "Board")
values diversity and is committed to provide equal employment opportunities to all qualified
employees, including those with disabilities. The District follows all state and federal laws and
regulations, including the New Jersey Law Against Discrimination, the Americans with
Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973 (Section 504).
Disability is defined as any physical or mental impairment that limits one or more of an
individual's major life activities (e.g., caring for oneself, walking, seeing, hearing, speaking,
breathing, learning, sitting, standing). To ensure equality of access for employees with
disabilities, the District will provide reasonable accommodations and auxiliary aids to enable the
teaching staff member to perform the essential functions of his/her job and participate in
District programs and activities.

Teaching staff members are responsible for initiating requests for any desired disability related
workplace accommodations. Teaching staff requests for accommodations should be made to
the Building Section 504 Officer, or the District Section 504 Compliance Officer. The District
Section 504 Compliance Officer provides information on the employment provisions of Section
504 and District obligations. Teaching staff can also contact the District Section 504 Compliance
Officer for information on building/District accessibility and how to get technical and assistive
equipment.

In the event a teaching staff member disagrees with the determination and/or proposed
accommodation, he/she may contact the District Section 504 Compliance Officer. All District
employees have a legal obligation to maintain confidentiality regarding a teaching staff
member's disability-related information. To that end, information regarding teaching staff
member 504 Plans will be shared to other staff only when necessary to facilitate
accommodations.

The Superintendent of Schools shall issue regulations and procedures to implement this Policy.

Article I, Paragraph 5 of the New Jersey State Constitution
The New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq.
29 U.S.C. 794 (Section 504, Rehabilitation Act of 1973)
N.J.A.C. Title 6A:7-1.4
34 CFR Part 104

Cross References: 1530, 2460, 5750

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