

**4351.1 SUPPORT 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 Support staff member to perform the essential functions of his/her job and participate in District programs and activities.

Support staff members are responsible for initiating requests for any desired disability-related workplace accommodations. Support 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. Support 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 support 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 support staff member's disability-related information. To that end, information regarding support 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.

29 U.S.C. 794 (Section 504, Rehabilitation Act of 1973)

42 U.S.C. 12101 (Americans with Disabilities Act of 1990)

34 CFR Part 104

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.

N.J.S.A. 18A:18A-17

N.J.A.C. Title 6A:7-1.4

Cross References: 1530, 2460, 5750

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Second Reading:

Initial Adoption: