

Employees and Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act

Section 504 of the Rehabilitation Act of 1973 (“Section 504”) prohibits discrimination against a individuals with a disability in any program receiving Federal financial assistance. Similarly, Title II of the Americans with Disabilities Act of 1990 (“Title II” or “ADA”) prohibits discrimination against individuals with a disability by state and local governments. To be protected under Section 504 and the ADA (collectively, “Section 504/ADA”), an individual must:

1. have a physical or mental impairment that substantially limits one (1) or more major life activities;
2. have a record of such impairment; or
3. be regarded as having such an impairment.

In order to fulfill its obligation under Section 504/ADA, the Bethany Public School District recognizes a responsibility to avoid discrimination in policies and practices regarding its personnel, students, parents/legal guardians and members of the public who participate in school sponsored programs. In this regard, the District prohibits discrimination against any person with a disability in any of the services, programs or activities of the school system.

Employees who are interested in requesting or discussing reasonable accommodations for a disability should contact:

Superintendent of Schools
Bethany Public School District
44 Peck Road
Bethany, CT 06524
(203) 393-1170

Disabled employees who can no longer perform essential job functions are encouraged to advise their supervisors or administrators of the nature of their disability and which functions cannot be performed. The Board will consider any reasonable suggestions of accommodation that would enable performance of those functions so long as the accommodation will not impose an undue hardship on the operation of the District.

A person is not qualified to perform his/her duties if his/her medical condition or disability poses a threat to the health or safety of themselves and other individuals in the workplace.

PERSONNEL – CERTIFIED/NON-CERTIFIED

4118.14(b)

4218.14(b)

Any employee may file an internal grievance/complaint regarding discrimination on the basis of disability by or within the District by utilizing the grievance/complaint procedures outlined in the administrative regulations and/or may file a complaint with the:

Office for Civil Rights
Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-3921
(617) 289-0111
OCR.Boston@ed.gov

Employees may also file a complaint regarding employment discrimination on the basis of disability with the:

Equal Employment Opportunity Commission
Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800) 669-4000

Employees may also file a complaint with the:

Connecticut Commission on Human Rights and Opportunities
450 Columbus Boulevard
Hartford, CT 06103-1835
(800) 477-5737

Anyone who wishes to file a grievance/complaint with the District or who has questions or concerns about this policy, should contact the Superintendent of Schools, the Section 504/ADA Coordinator for the Bethany Public School District at (203) 393-1170.

Legal Reference: 29 U.S.C. §§ 705, 794
 42 U.S.C. § 12101 et seq.
 28 C.F.R. Part 35
 34 C.F.R. Part 104

Policy adopted: April 6, 1992
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