

Personnel

Section 504 of the Rehabilitation Act of 1973 ("Section 504") prohibits discrimination against 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 or more major life activities; (2) have a record of such an impairment; or (3) be regarded as having such an impairment.

In order to fulfill its obligation under Section 504/ADA, Wallingford Public Schools recognizes a responsibility to avoid discrimination in policies and practices regarding its personnel, students, parents/guardians and members of the public who participate in school sponsored programs. In this regard, Wallingford Public Schools 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:

Director of Pupil Personnel Services
Section 504/ADA Coordinator
Wallingford Public Schools
100 South Turnpike Road
Wallingford, CT 06492
203-294-5948

Contact information is also listed on the Wallingford Public Schools website.

<http://www.wallingford.k12.ct.us>

An employee wishing to file a complaint regarding any form of discrimination (including harassment) on the basis of disability may obtain a copy of the Board's Section 504 grievance/complaint procedures which are outlined in the Board's Administrative Regulations Regarding Employees and Section 504 of the Rehabilitation Act of 1973 and Title II of Americans with Disabilities Act. These regulations accompany Board Policy # 4118.11 and are available online at <http://www.wallingford.k12.ct.us> or upon request from the main office of any district school. Any complaints of discrimination and/or harassment based on disability will be handled in accordance with these procedures. If a complaint involves allegations of discrimination or harassment based on other reasons, such complaints will be handled under other appropriate policies (e.g., Policy #4118.112 – Sexual Harassment and Policy # 4118.11 – Americans with Disabilities Act/Section 504).

Any employee also may file a complaint with the Office for Civil Rights, U.S. Department of Education ("OCR"):

Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109-0111
617-289-0111

<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>

AMERICANS WITH DISABILITIES ACT / SECTION 504

4118.11

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

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:

Connecticut Commission of Human Rights and Opportunities
450 Columbus Blvd.
Hartford, CT 06103-1835
800-477-5737

Anyone who has questions or concerns about this policy, or would like a copy of the Board's grievance/complaint procedures related to claims involving a disability, may also contact, the Director of Pupil Personnel Services, Section 504/ADA Coordinator for the Wallingford Public Schools at:

100 South Turnpike Road
Wallingford, CT 06492
203-294-5948

Contact information is also listed on the Wallingford Public Schools website.

<http://www.wallingford.k12.ct.us>

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

Policy Adopted: 06/19/17

Policy Revised: 01/22/18