

## **SECTION 504/ADA POLICY NOTICE**

Maize USD 266 does not discriminate on the basis of disability in admission to its programs, services or activities, in access to them, in treatment of individuals with disabilities, or in any aspect of its operations. Maize USD 266 also does not discriminate on the basis of disability in its hiring or employment practices.

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination against individuals with disabilities in any program receiving federal financial assistance. The Americans with Disabilities Act (ADA) applies to employers who have over 14 employees regardless of federal financial assistance. Under both Acts, the definition of an “individual with a disability” is a person who:

1. Has a mental or physical impairment which substantially limits one or more major life activities, such as seeing, hearing, speaking, breathing, learning or working; or
2. Has a record of such impairment; or
3. Is regarded as having such an impairment.

The district will evaluate, identify and provide free appropriate education to all students who are individuals with disabilities under Section 504 or the ADA. Parents of these students are entitled to procedural safeguards, including individual notice and an impartial hearing.

The district will provide reasonable accommodation to each employee and qualified employment applicant covered by Section 504 or the ADA unless it would impose an undue hardship on the operation of the program.

Each of the programs of the district will be readily accessible to individuals with disabilities when viewed in its entirety.

The district will furnish auxiliary aids and services to students, employees, parents and members of the public who have disabilities to the extent necessary for communications with other persons, unless it will result in an undue burden on, or a fundamental alteration in the program.

This notice is provided as required by Title II of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973. Questions, complaints or requests for additional information regarding the ADA and Section 504 may be forwarded to the designated ADA/Section 504 compliance coordinator, **James Baker**, 11611 W. 49<sup>th</sup> St. N., Maize, KS, 67101, 722-0614.