

Policy Title	Policy Number	Date Approved/Revised
Disability Nondiscrimination Policy	402	5/20/08 Revised: 1/22/13 Revised: 6/28/16 Revised: 2/27/18 Revised: 5/21/19 Revised: 9/24/19 Revised: 6/21/22

1) General Statement of Policy

- a) The school district shall not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement, discharge, compensation, job training, and other terms, conditions, and privileges of employment.
- b) The school district shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. The school district shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.
- c) The school district shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the school district.
- d) Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact **Amylee Yang**, Director of Human Resources, 2520 E. 12th Avenue, North St. Paul, MN 55109, 651-748-7422, ayang3@isd622.org. This individual is the school district's appointed ADA-coordinator.
- e) **Failure to engage in the process to determine if a reasonable accommodation exists that would allow people with disabilities as defined in Minnesota Statutes, section 363A.03, subdivision 12, to participate fully in employment may be an unfair discriminatory practice under Minnesota Human Rights Act.**

Rationale: School District 622 – North St. Paul-Maplewood-Oakdale shall provide a fair employment setting for all persons and shall comply with state and federal law.

Adoption and Revision History	Incorporated Policies
402 DISABILITY NONDISCRIMINATION POLICY (This policy adopted: May 13, 1997; Rescinded: August 5, 2008)	MSBA 402
EM-020.3 DISABILITY NONDISCRIMINATION POLICY (This policy adopted: May 20, 2008); Revised: January 22, 2013; Revised: June 28, 2016; Revised: February 27, 2018	
402 DISABILITY NONDISCRIMINATION POLICY This policy revised: May 21, 2019	

Revised: September 24, 2019 Revised: June 21, 2022	
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Administrative Rule, Regulation and Procedure: NA

Legal References: Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
29 U.S.C. 794 et seq. (Section 504 of Rehabilitation Act of 1973)
42 U.S.C. 121 (Americans with Disabilities Act)
29 C.F.R. Part 32
34 C.F.R. Part 104

Cross References: MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)