Administrative Regulation

NON-DISCRIMINATION AFFIRMATION

A. The Board of Education does not discriminate against any student, employee or applicant for employment as a result of his or her disability.

B. An individual with a disability means a person who has had a record of, or is regarded as having a physical or mental impairment that substantially limits one or more major life activities. Major life activities are functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, eating, sleeping, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

Major life activities also include the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

An impairment that is episodic in nature or in remission is considered a disability if it would substantially limit a major life activity when active. The determination of whether an impairment substantially interferes with a major life activity must be made without regard to the ameliorative effects of mitigating measures such as medication, medical supplies, equipment or appliances, low-vision devices (not including ordinary eyeglasses or contact lenses), prosthetics (including limbs and devices), hearing aids and cochlear implants or other implantable hearing devices, mobility devices, oxygen therapy equipment or supplies, assistive technology, reasonable accommodations or auxiliary aids or services, or learned behavior or adaptive neurological modifications.

C. The Board of Education does not discriminate against any employee or applicant for employment with respect to hiring, compensation, terms, conditions, or privileges of employment based on genetic information. The Board also does not limit, segregate, or classify employees in any way that would deprive or tend to deprive them of employment opportunities or otherwise adversely affect the status of an employee as an employee, based on genetic information. Retaliation against an applicant or employee for engaging in protected activity is prohibited.

D. The superintendent and/or his designee will insure compliance of the district's affirmative action plan – 6110.00-R(1).

CROSS REFERENCE: 8100.00-R(3)

LEGAL CITATION:

29 CFR Part 1635
42 USC 2000ff et seq., The Genetic Information Non-discrimination Act
MCLA 380.1146, 380.1704, 37.1101 et seq., 37.2402, 37.1402, 37.2010-37.2804
Fourteenth Amendment, U.S. Constitution
20 USC Section 1681, Title IX of Education Amendments Act
20 USC Section 1701 et seq., Equal Education Opportunities Act of 1974
29 USC Section 794, Rehabilitation Act of 1973
42 USC Section 2000d et seq., Civil Rights Act of 1964
42 USC 12101 et seq., The Americans with Disabilities Act of 1990
42 USC 6101 et seq.
34 CFR Part 110 (7/27/93)
Vocational Education Program Guidelines for Eliminating Discrimination and Denial of Services, Department of Education, Office of Civil Rights, March 1979

ADMINISTRATIVE REGULATION

Approved: March 21, 1978
Amended: February 28, 2009
Amended: August 31, 2010