

402 Disability Nondiscrimination Policy

Adopted: June 2005

Modified: July 2022

Last review: July 2022

1 Purpose

2 The purpose of this policy is to protect a job applicant or employee from discrimination on the basis of
3 disability.

4 Policy

5 A. Minnesota Online High School, hereafter referred to as MNOHS, shall not discriminate against
6 qualified individuals on the basis of disability in regard to job application procedures, hiring,
7 advancement, discharge, compensation, job training, and other terms, conditions, and privileges of
8 employment.

9 B. MNOHS shall not engage in contractual or other arrangements that have the effect of subjecting
10 its qualified applicants or employees with disabilities to discrimination on the basis of disability.

11 C. MNOHS shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual
12 because of the known disability of an individual with whom the qualified individual is known to
13 have a relationship or association.

14 D. MNOHS shall make reasonable accommodations for the known physical or mental limitations of
15 an otherwise qualified individual with a disability who is an applicant or employee, unless the
16 accommodation would impose undue hardship on the operation of MNOHS or require significant
17 difficulty or expense . Accommodations will not be refused because they include some cost.

18 E. Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or
19 other matters related to a disability or the enforcement and application of this policy, should
20 contact the executive director. This individual is the school district's appointed ADA/Section 504
21 coordinator for employment-related matters.Right to Complaint

22 **Claims of unlawful discrimination may be directed to:**

23 **US Equal Employment Opportunity Commission - Minneapolis Area Office**

24 **Towle Building**

25 **330 South Second Avenue, Suite 720**

26 **Minneapolis, MN 55401-2224**

27 **Phone: 612-552-7306**

28 **TTY: 1-800-669-6820**

29 **ASL Video Phone: 844-234-5122**

30 **Online Public Portal: <https://publicportal.eeoc.gov/portal/Login.aspx>**

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- 31 **Legal References:** 29 U.S.C. 794 et seq. (Rehabilitation Act of 1973, § 504)
- 32 42 U.S.C., Ch. 126 § 12112 (Americans with Disabilities Act)
- 33 29 C.F.R. Part 32
- 34 34 C.F.R. Part 104
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- 35 **Cross References:** MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)