

NONDISCRIMINATION ON THE BASIS OF DISABILITY

I. Policy

The Mohawk Trail Regional School District (MTRSD) will not exclude from employment any otherwise qualified individual with a disability as defined by the Americans with Disabilities Act (ADA), solely by reason of his/her disability. Employment review and hiring will be based upon the applicant/employee's ability to perform the essential functions of a job as determined by the MTRSD. Further, it is the policy of the MTRSD that reasonable accommodation will be made for an otherwise qualified applicant or employee with a disability, unless the accommodation imposes an undue financial or administrative hardship on the operation of its program.

II. Grievances

See Discrimination Complaints Policy ACG

III. Employment Training Assurance

The MTRSD annual will provide supervisors with training and information about ADA employment requirements. Materials include information on reasonable accommodation, procedures and protocols, and essential vs. nonessential job functions.

First Reading: January 10, 2001

Adoption: February 14, 2001

Mohawk Trail Regional School District Committee

