

ATTLEBORO PUBLIC SCHOOLS
Attleboro, Massachusetts

File: ACE

Nondiscrimination on the Basis of Disability

Title II of the Americans With Disabilities Act of 1992 and Section 504 of the Rehabilitation Act prohibit discrimination on the basis of a person's disability. The Attleboro Public Schools is committed to maintaining an educational environment and workplace where individuals are not discriminated against on the basis of their disability. The Attleboro Public Schools strives to create an environment where all students and staff feel welcome. To meet this end, the Attleboro Public Schools will not tolerate the denial of access to activities, programs, or services to individuals with disabilities (as defined in Section 504 of the Rehabilitation Act 29 U.S.C. §705(20)).

The Attleboro Public Schools does not discriminate against an individual with a disability with regards to job application procedures, hiring, advancement, or discharge of employees, employee compensation, job training, or other conditions of employment.

The Attleboro Public Schools is committed to supporting students who qualify under Section 504 of the Rehabilitation Act and to ensuring that such students are not denied admission or access to the activities, programs and services offered by the Attleboro Public Schools because of their disability.

As well, the Attleboro Public Schools is committed to ensuring that students with disabilities are not treated differently because of their disability. The Superintendent of Schools for the Attleboro Public Schools shall take the necessary steps to inform parents/guardians and students of their rights under Section 504 of the Rehabilitation Act, including the right to receive reasonable accommodations if the student is found to be qualified under Section 504 of the Rehabilitation Act. Additionally, the Superintendent of Schools for the Attleboro Public Schools shall take the necessary steps to ensure parents/guardians and students are informed of their procedural rights under Section 504 of the Rehabilitation Act.

Reasonable Accommodations

The Attleboro Public School District shall make reasonable accommodations in policies, practices, or procedures when the accommodations are necessary to avoid discrimination on the basis of disability, unless the District can demonstrate that making the accommodations would fundamentally alter the nature of the service, program, or activity.

A request for an accommodation should be made in writing to the Assistant Superintendent. Alternative means of filing a request will be made available if needed, such as large print or audiotape. Requests should include the name, address and telephone number of the individual request the accommodation, the location where the accommodation is required and why the accommodation is needed. For public meetings and hearings, the Assistant Superintendent should be notified at least seventy-two (72) hours in advance.

For students, the Assistant Superintendent will respond to such a request in accordance with the Attleboro Public Schools' Section 504 Policies and Procedures or Special Education Policies and Procedures. For all other individuals, the Assistant Superintendent will respond within two (2) school days of receipt of the request.

Communications

The Attleboro Public School District shall take the appropriate steps to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with members of the public without disabilities. To this end, the District shall furnish appropriate auxiliary aids and services where necessary to afford an individual with a disability an equal opportunity to participate in, and enjoy benefits of, a service, program, or activity conducted by the District. In determining what type of auxiliary aid or service is necessary, the District shall give primary consideration to the requests of the individuals with disabilities.

Auxiliary Aids and Services

"Auxiliary aids and services" includes:

1. Qualified interpreters, note takers, transcription services, written materials, assisted listening systems, and other effective methods for making aurally delivered materials available to individuals with hearing impairments
2. Qualified readers, taped texts, audio recordings, Braille materials, large print materials, or other effective methods for making visually delivered materials available to individuals with visual impairments
3. Acquisition or modification of equipment or devices
4. Other similar services and actions

Limits of Accommodations

The Attleboro Public School District is not required to take any action that it can demonstrate would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens. A decision that a request would fundamentally alter the service, program, or activity or unduly burden the District shall be made by the Superintendent after considering all resources available for use in funding and operating the program, service, or activity. The decision shall be accompanied by a written statement of the reasons for reaching that conclusion.

Notice

The Attleboro Public School District shall make available to applicants, participants, beneficiaries, and other interested persons information regarding the provisions of Title II of the American with Disabilities Act (ADA) and its applicability to the services, programs, or activities of the District. The information shall be made available in such a manner as the Attleboro School Committee and Superintendent find necessary to apprise such persons of the protections against discrimination assured them by the ADA.

Website Accessibility

The Attleboro Public School District is committed to providing all users of their websites, including users with disabilities, with meaningful accessibility in this online environment. The Attleboro Public Schools follow standards that are generally based on the standards used by the federal government for technology accessibility for individuals with disabilities and web content accessibility guidelines developed by the World Wide Web Consortium (W3C). The Attleboro Public Schools' websites are regularly tested and reviewed by users to verify that the websites are compliant with applicable standards.

If an individual needs assistance in accessing materials, such a request should be made to the Assistant Superintendent.

Compliance Coordinator

The Attleboro Public School District shall designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under Title II of ADA, including any investigation of any complaint communicated to it alleging its noncompliance or alleging any actions that would be prohibited under ADA. The District shall make available to all interested individuals the name, office address, and telephone number of the employee(s) so designated and shall adopt and publish procedures for the prompt and equitable resolution of complaints alleging any action that would be prohibited under the ADA. The Attleboro Public School System receives federal financial assistance and must comply with the above requirements. Additionally, the Attleboro School Committee is of the general view that:

1. Discrimination against a qualified person with a disability solely on the basis of disability is unfair and unacceptable; and
2. To the extent possible, qualified individuals with a disability should be included within the school community. Accordingly, employees of the Attleboro Public School System will comply with the above requirements of the law and policy statements of this committee to ensure nondiscrimination on the basis of disability.

MASC Revised: July 2016

Legal References.:

- Rehabilitation Act of 1973, Section 504
- Education for All Handicapped Children Act of 1975
- M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)
- Title II, Americans with Disabilities Act of 1992
- Board of Education Chapter 766 Regulations, adopted 10/74, as amended through 3/28/78

Legal Counsel Reviewed: 12-2018

Policy and Personnel: 01-07-19

School Committee Approved/Tabled: 01-14-19

School Committee Finalized: 01-28-19