

Personnel - Certified/Non-Certified

Disabilities

The Board of Education prohibits discrimination against a qualified individual with a disability with regard to recruitment, advertisement and job application procedures, hiring, upgrading, promotion, awarding of tenure, demotion, transfer, layoff, termination, right of return from layoff, employee compensation, job assignments, job classifications, organizational structure, position descriptions, lines of progression and seniority lists, leaves of absence, sick leave or other leaves, fringe benefits or job training. The Board will afford qualified disabled individuals reasonable accommodations.

Federal law defines a person with a disability as one who (1) has a mental or physical impairment which substantially limits one or more major life activities such as, but not limited to, caring for one's self; performing manual tasks walking, seeing, hearing, eating, sleeping, standing, sitting, reaching, lifting, bending, reading, writing, concentrating, thinking, communicating, interacting with others, speaking, breathing, learning or working; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. The Board will afford qualified disabled individuals reasonable accommodations. The Supreme Court of the United States has recognized that individuals with a communicable disease may be considered disabled.

The Board of Education recognizes a responsibility to avoid discrimination in policies and practices regarding its personnel, students, parents and members of the public who participate in school-sponsored programs. No discrimination against any person with a disability will be knowingly permitted in any of the programs and practices in the school system.

Disabled employees who can no longer perform essential job functions are encouraged to advise their supervisors or administrators of the nature of their disability and which functions cannot be performed. The Board will consider any reasonable suggestions of accommodation that would enable performance of those functions so long as the accommodation will not impose an undue hardship on the operation of the school system. The term "disability" shall be broadly construed. The determination of whether an individual has a disability should not demand extensive analysis.

A person is not qualified to perform his/her duties if his/her medical condition or disability poses a threat to health or safety of individuals in the workplace.

Persons, including employees of the district, that feel they may have been discriminated against on the basis of a disability should contact the Title IX Coordinator.

It is also the District's goal to be sensitive to employees with perfume and chemical sensitivities. Employees who are sensitive to perfumes and chemicals may suffer potentially serious health consequences. In order to accommodate employees who are medically sensitive to the chemicals in scented products, the District requests that individuals refrain from wearing chemical-based scented products. These products include perfume, cologne, aftershave, body spray, scented lotion, fragranced hair spray or similar products. In addition, the District expects that spray or solid air

fresheners, room deodorizers, plug-in wall air fresheners, cleaning compounds or similar products not be used.

(cf. [0521](#) - Nondiscrimination)

(cf. [4112.4/4212.4](#) - Health Examinations)

Legal Reference: Connecticut General Statutes

[10-209](#) Records not to be public.

[19-581](#) AIDS testing and medical information.

[46a-60](#) Discriminatory employment practices prohibited.

Federal Law

Section 504 and the Federal Vocational Rehabilitation Act of 1973, 20 U.S.C. 706(7)(b).
American Disability Act of 1989, 42 U.S.C. 12101 et. seq., as amended by the ADA
Amendments Act of 2008

29 CFR, Part 1630, Regulations to Implement the Equal Employment Provisions of the
Americans with Disabilities Act, as amended, published in the Federal Register, Vo. 76,
No. 58, 3/25/11

Chalk v. The United States District Court of Central California.

Amendments of Americans with Disabilities Act, Title II and Title III, Regulation to
Implement ADA Amendments Act of 2008. Federal Register, Vol. 81, No. 155 (28 CFR
Parts 35 & 36)

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SCHOOLS

LEDYARD PUBLIC

Ledyard, Connecticut