

Personnel -- Certified/Non-Certified

Nondiscrimination on the Basis of 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 structures, 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. The Supreme Court of the United States has recognized that individuals with a communicable disease may be considered disabled.

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 determination of whether an individual has a disability should not demand extensive analysis.

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.

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

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

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