

**Jefferson County
Education Service District**

Code: **ACA**
Adopted: 12/07/10

Americans with Disabilities Act

The ESD is committed to maintaining equitable employment practices, services, programs and activities that are accessible and usable by qualified individuals with disabilities.

The Board directs the superintendent to develop and implement an appropriate plan that provides for ESD compliance with the Americans with Disabilities Act of 1990 and the Americans with Disabilities Act Amendments Act of 2008 (ADA).

Retaliation is prohibited against anyone who files a complaint of discrimination, participates in an Office of Federal Contract Compliance Program proceeding or otherwise opposes discrimination under federal or state laws.

END OF POLICY

Legal Reference(s):

Rehabilitation Act of 1973, 29 U.S.C. §§ 503, 791, 793-794 (2006).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).
Chevron U.S.A. Inc. v. Echazabal, 536 U.S. 73 (2002).
Americans with Disabilities Act Amendments of 2008.

Cross Reference(s):

AC - Nondiscrimination
BD/BDA - Board Meetings/Regular Board Meetings
GAB - Job Descriptions
GBA - Equal Employment Opportunity
GBL - Personnel Records
GCBD/GDBD - Leaves and Absences
GCBDB/GDBDB - Early Return to Work
JB - Equal Educational Opportunity