

POLICY PROHIBITING DISABILITY DISCRIMINATION

The Board of Trustees (the “Board”) of The Charter High School for Law and Social Justice (the “School”) prohibits discrimination and harassment of all students, staff, volunteers, and other individuals on School grounds or involved in School activities. This policy covers School programs, activities, and events. The School will provide a copy of this policy to the School’s administrators, teachers, other staff, and students.

I. Statement of Policy

- A. No qualified individual with a disability shall, on the basis of disability, be excluded from participation in, or be denied the benefits of, the services, programs, or activities of the School, or be subject to discrimination by the School.
- B. No qualified person with a disability shall, on the basis of disability, be subjected to discrimination in employment under any service, program, or activity conducted by the School.
- C. The School shall endeavor to administer services, programs, and activities in integrated settings appropriate to the needs of qualified individuals with disabilities.
- D. The School shall make reasonable modifications in policies, practices, or procedures when the modifications are necessary to avoid discrimination on the basis of disability, unless making the modifications would fundamentally alter the nature of the service, program, or activity.
- E. The School shall not exclude or otherwise deny equal services, programs, or activities to an individual or entity because of the known disability of an individual with whom the individual is known to have a relationship or association.

II. Complaints

- A. All School employees, teachers, and administrative personnel are required to report any instance of alleged discrimination or harassment on the basis of disability immediately to the Director of Operations.
- B. Following receipt of a complaint, the School will investigate the complaint and take appropriate action.
- C. The School will treat complaints and investigations with confidentiality appropriate to the circumstances.
- D. The School prohibits coercion, intimidation, interference, or retaliation against any person who, pursuant to this Policy, objects to discrimination or harassment, makes a complaint, opposes any unlawful act, or assists or participates in an investigation.

III. Definitions

- A. Disability:
 - 1. A physical or mental impairment that substantially limits one or more of the individual’s major life activities;
 - 2. A record of such impairment; or
 - 3. Being regarded as having such an impairment.

- B. Physical or mental impairment:
1. Any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following bodily systems:
 - a. Neurological;
 - b. Musculoskeletal;
 - c. Sense organs;
 - d. Respiratory;
 - e. Cardiovascular;
 - f. Reproductive;
 - g. Digestive;
 - h. Genitourinary;
 - i. Hematological and Lymphatic;
 - j. Skin; and
 - k. Endocrine.
 2. Any mental or psychological disorder, including intellectually challenged, organic brain syndrome, emotional or mental illness, and specific learning disabilities.
 3. Individual with a disability means a person with a disability.
 4. Qualified individual with a disability means an individual with a disability who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by the School District. In employment, the term "essential functions" means the fundamental job duties of the employment the individual with a disability holds or desires.
 5. Disability harassment is conduct that creates a hostile learning or school environment that is either pervasive and/or severe. Conduct that constitutes harassment can include remarks, jokes, gestures, and displayed or printed materials, about the individual's disability or disability in general.

References:

The Americans with Disabilities Act
 Section 504 of the Rehabilitation Act

Adopted by the Board of Trustees on: