



#12. Disability Nondiscrimination Policy (MSAB # 402)

Adopted by the St. Cloud Math and Science Academy Board of Directors: June 1, 2014

I. PURPOSE

The purpose of this The St. Cloud Math and Science Academy policy is to provide a fair employment setting for all persons and to comply with state and federal law.

II. GENERAL STATEMENT OF POLICY

- A. The school shall not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement discharge, compensation, job training, and other terms, conditions, and privileges of employment.
- B. The school shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. The school shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.
- C. The school shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operation of the business of the school.
- D. Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact the director. This individual is the schools' appointed American with Disabilities Act (ADA Section 504) coordinator. If going to the director was not satisfactory, you may contact the board chair for further assistance.

Policy was reviewed on: 2/13/17