

NON-DISCRIMINATION ON THE BASIS OF DISABILITY

Title II of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act prohibit discrimination on the basis of a person's disability. The Cambridge Public Schools is committed to maintaining an educational environment and workplace where individuals are not discriminated against on the basis of their disability. The Cambridge Public Schools strives to create an environment where all students and staff feel welcome. To meet this end, the Cambridge Public Schools will not tolerate the denial of access to activities, programs, or services to individuals with disabilities (as defined in Section 504 of the Rehabilitation Act 29 U.S.C. §705(20)). The School Committee further incorporates as if fully set forth herein its policy entitled Cambridge Public Schools Non-Discrimination Policy and Prohibition Against Sexual Harassment.

Employees

The Cambridge Public Schools does not discriminate against an individual with a disability with regards to job application procedures, hiring, advancement, or discharge of employees, employee compensation, job training, or other conditions of employment. Reasonable accommodation shall be made by the Cambridge Public Schools to enable the employment or continued employment of an individual with a disability (as defined under the Americans with Disabilities Act and Section 504 of the Rehabilitation Act) unless the Cambridge Public Schools demonstrates that the accommodation required to meet the limitation of the person would impose an undue hardship or safety hazard to the school district.

Students

The Cambridge Public Schools is committed to supporting students who qualify under Section 504 of the Rehabilitation Act and to ensuring that such students are not denied admission or access to the activities, programs and services offered by the Cambridge Public Schools because of their disability. As well, the Cambridge Public Schools is committed to ensuring that students with disabilities are not treated differently because of their disability.

The Superintendent of Schools for the Cambridge Public Schools shall take the necessary steps to inform parents/guardians and students of their rights under Section 504 of the Rehabilitation Act, including the right to receive reasonable accommodations if the student is found to be qualified under Section 504 of the Rehabilitation Act. Additionally, the Superintendent of Schools for the Cambridge Public Schools shall take the necessary steps to ensure parents/guardians and students are informed of their procedural rights under Section 504 of the Rehabilitation Act.

LEGAL REFS.: Rehabilitation Act of 1973, Section 504, 29 U.S.C. §701 as amended
 Education For All Handicapped Children Act of 1975, as amended by the
 Individuals with Disabilities Education Act, 20 U.S.C. §1400 as amended
 M.G.L.c. 71B, §1 et seq. (Chapter 766 of the Acts of 1972)

Title II, Americans with Disabilities Act of 1992, 42 U.S.C. §12101 as amended
Special Education, 603 C.M.R. 28.00

CROSS REFS.: ACAB Non-Discrimination Policy and Prohibition Against Sexual Harassment
AC-R Uniform Grievance Procedures

Adopted: June 16, 2009