

Policy Regarding the Employment of Persons with Disabilities

Statement of Policy

The School Board of Miami-Dade County, Florida adheres to a policy of nondiscrimination in employment and educational activities/programs and strives affirmatively to provide an equal opportunity for all, as required by federal laws and state statutes, on the basis of **disability**, as well as gender, race, color, religion, ethnic or national origin, political beliefs, marital status, age, sexual orientation, social and family background, linguistic preference, and pregnancy.

The School Board strives to take positive steps to identify and overcome real or potential artificial barriers to employment, training, or promotional opportunities for qualified staff and applicants with disabilities.

Legal Authorization

Americans with Disabilities Act of 1990
Section 504 of the Rehabilitation Act of 1973
Florida Educational Equity Act, F.S. 228.2001
School Board Rules 6Gx13- 4A-1.01 and 6Gx13- 4A-1.32 (See Appendix A)

Implementation Responsibility

All school site and District administrators are responsible for the compliance of their school, department, division, or bureau with the requirements of the Americans with Disabilities Act (ADA). It is required that the technical information, herein contained, be conveyed to administrative staff under your supervision.

Three separate District offices are charged with providing the necessary technical and implementation support to all District and school site administrators as detailed in this guide under the section "School District Functions and Responsibilities." The office of Human Resources Standards is responsible for ensuring the efficient and expeditious processing of employees' requests for services/accommodations. The Division of Facilities ADA Compliance monitors and implements ADA accessibility requirements. Finally, the Civil Rights Compliance office investigates complaints from employees alleging that they have been harassed or discriminated against based on their disability.

Two separate posters (See Appendix B) that contain information for all staff regarding the District's functions and responsibilities under the ADA are available from the respective offices. Copies of these posters have been provided to all work locations. For additional copies of the ADA poster, call 305-995-7116; and to obtain a Discrimination/Harassment poster, call 305-995-1580.