Personnel

Non-discrimination under The Rehabilitation Act of 1973 (Section 504) and The American with Disabilities Act (ADA)

The School District of the City of Adrian does not discriminate against individuals on the basis of disability as prohibited by Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act as amended by the ADA Amendments Act of 2008.

An individual with a disability means a person who has, a physical or mental impairment that substantially limits one or more major life activities; a record (or past history) of such an impairment; or being regarded as having such an impairment. A qualified individual with a disability does not include any individual:

- who is currently engaging in the illegal use of drugs when the district acts on the basis of such use;
- who abuses alcohol if the individual’s alcohol use constitutes a direct threat to the property, health, or safety of others or results in the individual being unable to perform the duties of the job; or results in the individual’s inability to comply with the District’s rules of employee conduct;
- who poses a direct threat to the health or safety of other individuals in the workplace.

Additionally, the district may refuse to assign or continue to assign an individual who has an infectious or communicable disease that is transmitted to others through the handling of food and which cannot be eliminated by reasonable accommodation to a job involving food handling.

The Board designates the Superintendent or designee, Director of Special Education, as the individual to act as the compliance officer for students and the Director of Human Resources as the individual to act as the compliance officer for employees and all others.

Adopted: April 19, 1993
Revised: June 20, 2005
November 2, 2009
December 1, 2014