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1 With respect to vocational education services, a qualified person with a disability  
2 means a disabled person who meets the academic and technical standards requisite  
3 to admission or participation in the vocational program or activity.

4 The Superintendent shall designate the District's equity coordinator who shall serve  
5 as the Section 504 Compliance Officer(s)/Americans with Disabilities Act (ADA)  
6 Coordinator(s) ("Compliance Officer"). The Compliance Officer(s) is responsible for  
7 coordinating the District's efforts to comply with and fulfill its responsibilities under  
8 Section 504 and Title II of the ADA. A copy of the Section 504 of the Rehabilitation  
9 Act of 1973 and the Americans with Disabilities Act, including copies of their  
10 implementing regulations, may be obtained from the Compliance Officer. The  
11 Compliance Officer can be reached at:

12 Address: 7227 Land O'Lakes Boulevard  
13 Land O'Lakes, Florida 34638

14 Phone: 813-794-2000; 352-524-2000; 727-774-2000

15 The Compliance Officer(s) will oversee the investigation of any complaints of  
16 discrimination based on disability, which may be filed pursuant to the Board's  
17 adopted grievance procedure, and will attempt to resolve the grievances.

18 The Compliance Officer(s) will also oversee the training of employees in the District  
19 so that all employees understand their rights and responsibilities under Section 504  
20 and the ADA, and are informed of the Board's policies, administrative procedures  
21 and practices with respect to fully implementing and complying with the  
22 requirements of Section 504/ADA.

## 23 **Employment Practices**

### 24 Discrimination Prohibited

25 In accordance with Section 504/ADA, no qualified individual with a disability shall,  
26 on the basis of disability, be subjected to discrimination in employment under any of  
27 the Board's programs or activities. Further, the Board will take positive steps to  
28 employ and advance in employment qualified individuals with disabilities. The  
29 Board will not limit, segregate or classify applicants or employees in any way that  
30 adversely affects their opportunities or status because of disability. Additionally, the  
31 Board will not participate in any contractual or other relationships that have the  
32 effect of subjecting qualified individuals with disabilities who are applicants or  
33 employees to discrimination on the basis of disability.

1    Reasonable Accommodation

2    The Board will make reasonable accommodations to the known physical or mental  
3    limitations of an otherwise qualified individual with a disability who is an applicant  
4    or employee, unless the accommodation would impose an undue hardship on the  
5    operation of the District's program and/or activities.

6    **Facilities**

7    No qualified person with a disability will, because the Board's facilities are  
8    inaccessible to or unusable by persons with disabilities, be denied the benefits of, be  
9    excluded from participation in, or otherwise be subjected to discrimination under  
10   any program or activity to which Section 504/ADA applies.

11   The Board is committed to operating its programs and activities so that they are  
12   readily accessible to person with disabilities. This includes, but is not limited to,  
13   providing accommodations to parents with disabilities who desire access to their  
14   child's educational program or meetings pertinent thereto. Programs and activities  
15   will be designed and scheduled so that the location and nature of the facility or area  
16   will not deny a student with a disability the opportunity to participate on the same  
17   basis as students without disabilities. The Board will meet its obligation through  
18   such means as redesign of equipment, reassignment of classes or other services to  
19   accessible buildings, assignment of aides to beneficiaries, alteration of existing  
20   facilities and/or construction of new facilities, or any other method that results in  
21   making its programs and activities accessible to persons with disabilities. In  
22   choosing among available methods for meeting its obligations, the Board will give  
23   priority to those methods that serve persons with disabilities in the most integrated  
24   setting appropriate.

25   **Education**

26   The Board is committed to identifying, evaluating, and providing a free appropriate  
27   public education (FAPE) to students within its jurisdiction who are disabled within  
28   the definition of Section 504, regardless of the nature or severity of their disabilities.  
29   The Board recognizes and acknowledges that students may be disabled and eligible  
30   for services under Section 504 even though they do not qualify for or require special  
31   education and/or related services pursuant the IDEA. Students eligible for services  
32   under the IDEA will be served under existing special education programs.

1 If a student has a physical or mental impairment that significantly limits his  
2 learning, but does not require specially designed instruction to benefit educationally,  
3 the student will be eligible for reasonable, but more than standard, accommodations  
4 and/or modifications of the regular classroom or curriculum in order to have the  
5 same access to an education as students without disabilities. Such  
6 accommodations and/or modifications will be provided pursuant to a Section 504  
7 Accommodation Plan.

8 Parents/Guardian/Custodian ("parents") are invited and encouraged to participate  
9 fully in the evaluation process. If the parents disagree with the determination made  
10 by the Board's instructional staff, they may request **mediation or an impartial due**  
11 **process hearing with an opportunity for participation by parent/guardian.** ~~a~~  
12 ~~hearing with an impartial hearing officer.~~

13 The Board is committed to educating (or providing for the education of) each  
14 qualified person with a disability who resides within the District with persons who  
15 are not disabled to the maximum extent appropriate to the needs of the person with  
16 disabilities. Generally, the Board will place a person with a disability in the regular  
17 educational environment unless it is demonstrated that the education of the person  
18 in the regular environment with the use of supplementary aids and services cannot  
19 be achieved satisfactorily. If the Board places a person in a setting other than the  
20 regular educational environment, it shall take into account the proximity of the  
21 alternate setting to the person's home.

22 The Board will provide non-academic extra-curricular services and activities in such  
23 a manner as is necessary to afford qualified persons with disabilities an equal  
24 opportunity for participation in such services and activities. Nonacademic and  
25 extracurricular services and activities may include counseling services, physical  
26 recreational athletics, transportation, health services, recreational activities, special  
27 interests groups or clubs sponsored by the Board, referrals to agencies that provide  
28 assistance to persons with disabilities, and employment of students. In providing or  
29 arranging for the provision of meals and recess periods, and nonacademic and extra-  
30 curricular services and activities, including those listed above, the Board will verify  
31 that persons with disabilities participate with persons without disabilities in such  
32 activities and services to the maximum extent appropriate to the needs of the person  
33 with a disability in question.

34 Notice of the Board's policy on nondiscrimination in employment and education  
35 practices and the identity of the District's Section 504/ADA Compliance Officer will  
36 be posted throughout the District, and published in the Board's recruitment  
37 statements or general information publications.

1 The Board directs the Superintendent to prepare administrative procedures for  
2 facilitating the prompt, fair and appropriate identification, referral, evaluation and  
3 placement of students with disabilities who qualify for accommodations under  
4 Section 504.

5 The Board will provide in-service training and consultation to staff on the education  
6 of persons with disabilities, as necessary and appropriate.

7 The Board will adopt a system of procedural safeguards that will provide for prompt  
8 and equitable resolution of complaints alleging violations of Section 504/ADA. Due  
9 process rights of students with disabilities and their parents under Section 504 will  
10 be enforced.

11 29 C.F.R. Part 1630

12 34 C.F.R. Part 104

13 29 U.S.C. 794, Section 504 Rehabilitation Act of 1973, as amended,

14 42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990

15 **Americans with Disabilities Act Amendments Act of 2008**