

# **EQUAL EDUCATIONAL OPPORTUNITIES**

*Nondiscrimination*

**JB-E-1**

[AC-E-1]

## **REHABILITATION ACT OF 1973 – SECTION 504 AMERICANS WITH DISABILITIES ACT PUBLIC NOTICE**

The Seaford School District does not discriminate on the basis of disability with regard to admission, access to services, treatment, or employment in its programs or activities.

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination against individuals with disabilities in any program receiving federal financial assistance. The Americans with Disabilities Act (ADA) applies to employers who have over 14 employees regardless of federal financial assistance. Under both Acts, the definition of an “individual with a disability” is a person who:

1. has a mental or physical impairment which substantially limits one or more major life activities such as seeing, hearing, speaking, breathing, learning and working; or
2. has a record of such impairment; or
3. is regarded as having such an impairment.

The Seaford School District will evaluate, identify, and provide free appropriate education to all students who are individuals with disabilities under Section 504. Parents of these students are entitled to procedural safeguards, including individual notice and an impartial hearing.

The Seaford School District will provide reasonable accommodation to each employee and qualified employment applicant covered by Section 504 or the ADA unless it would impose an undue hardship on the operation of the program.

Each of the programs of the Seaford School District will be readily accessible to individuals with disabilities when viewed in its entirety.

The Seaford School District will furnish auxiliary aids and services to students, employees, parents, and members of the public who have disabilities to the extent necessary for communications with other persons, unless it will result in an undue burden on, or a fundamental alteration in the program.

The Seaford School District has a grievance procedure for disability discrimination complaints. For a description of this procedure, or any further relevant information, including the district’s updated self-evaluation, contact the Section 504/ADA Coordinator:

Director of Human Resources, ADA Coordinator  
390 N. Market St. Ext.  
Seaford, DE 19973  
(302) 629-4587 ext. 1430

Director of Special Programs, Section 504 Coordinator  
390 N. Market St. Ext  
Seaford, DE 19973  
(302) 629-4587 ext. 1630

EFFECTIVE DATE: 5/1/07

REVISED: 7/6/15