

Policy #: 402
Title: Disability Non-Discrimination
Date of Initial Approval: 11-13-2015
Revision/Re-authorization Dates: 01-21-2016: 01-24-2019
Reviewers: MSA Human Resources; MSA Superintendent

I. PURPOSE

The purpose of this policy is to provide a fair employment setting for all persons and to comply with state and federal law.

II. GENERAL STATEMENT OF POLICY

- A. The Minnesota State Academies (MSA) shall not discriminate against qualified individuals with disabilities in regard to job application procedures, hiring, advancement, discharge, compensation, job training, and other terms, conditions and privileges of employment.
- B. MSA shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. MSA shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.
- C. MSA shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, unless the accommodation would impose undue hardship on the operations of MSA.
- D. Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact MSA's Human Resources Director. This is MSA's appointed ADA/Section 504 Coordinator.

Legal References:

- 29 U.S.C. 794 et seq. (Rehabilitation Act of 1973, § 504)
- 42 U.S.C., Ch. 126 § 12112 (Americans with Disabilities Act)
- 29 C.F.R. Part 32
- 34 C.F.R. Part 104

Cross References:

- MSA Policy 401 Equal Employment Opportunity Policy