

Personnel – Certified / Non-Certified

4118.14 (a)

**EMPLOYEES AND SECTION 504 OF THE REHABILITATION ACT OF 1973
AND TITLE II OF THE AMERICANS WITH DISABILITIES ACT OF 1990**

Section 504 of the Rehabilitation Act of 1973 (“Section 504”) prohibits discrimination against individuals with a disability in any program receiving Federal financial assistance. Similarly, Title II of the Americans with Disabilities Act of 1990 (“Title II” or “ADA”) prohibits discrimination against individuals with a disability by state and local governments. To be protected under Section 504 and the ADA (“collectively, “Section 504/ADA”), an individual must (1) have a physical or mental impairment that substantially limits one or more major life activities; (2) have a record of such an impairment; or (3) be regarded as having such an impairment.

In order to fulfill its obligation under Section 504/ADA, the Fairfield Public Schools recognizes a responsibility to avoid discrimination in policies and practices regarding its personnel, students, parents/guardians, and members of the public who participate in school sponsored programs. In this regard, the Fairfield Public Schools prohibits discrimination against any person with a disability in any of the services, programs, or activities of the school system.

Employees who are interested in requesting or discussing reasonable accommodations for a disability should contact the:

**Executive Director of Human Resources
501 King’s Highway East, Suite 210
Fairfield, CT 06825
203-255-8462**

Any employee may file an internal grievance/complaint regarding discrimination on the basis of disability by or within the district by utilizing the grievance/complaint procedures outlined in the Board’s Administrative Regulations Regarding Employees and Section 504 of Rehabilitation Act of 1973 and Title II of Americans with Disabilities Act, and/or may file a complaint with the Office for Civil Rights, U.S. Department of Education (“OCR”):

Office for Civil Rights, Boston Office
U.S. Department of Education
8th Floor
5 Post Office Square
Boston, MA 02109- 3921

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4118.14 (b)

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(617-289-0111)

Employees may also file a complaint regarding employment discrimination on the basis of disability with the Equal Employment Opportunity Commission:

Equal Employment Opportunity Commission, Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
(800-669-4000)

Employees may also file a complaint with the Connecticut Commission on Human Rights and Opportunities:

Connecticut Commission on Human Rights and Opportunities
25 Sigourney Street
Hartford, CT 06106
(800-477-5737)

Anyone who wishes to file a grievance/complaint with the district, or who has questions or concerns about this policy, should contact the:

**Executive Director of Special Education & Special Programs
Section 504/ADA Coordinator for the Fairfield Public Schools
501 King's Highway East, Suite 210
Fairfield, CT 06825
203-255-8379**

Legal References:

29 U.S.C. §§ 705, 794
34 C.F.R. Part 104
42 U.S.C. § 12101 et seq.
28 C.F.R. Part 35

Adopted 6/23/2020
Revised and Adopted 8/30/2022