

SHARYLAND INDEPENDENT SCHOOL DISTRICT

ADA/§504 NOTICE OF NON-DISCRIMINATION

The Sharyland Independent School District, as an equal opportunity educational provider and employer, does not discriminate on the basis of race, color, religion, sex, national origin, disability, sexual orientation and/or age in educational programs or activities that operate or in employment decisions. The district is required by Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, as amended, the Americans with Disabilities Act as amended, and the Age Discrimination Act of 1973, as amended, as well as board policy not to discriminate in such a manner. (Not all prohibited bases apply to all programs.)

Questions, concerns, complaints, or requests for additional information regarding the ADA may be forwarded to the Sharyland Independent School District's designated ADA/§504 Compliance Coordinator located within the Department of Special Education.

Name: Mrs. Cecilia Boyd Huerta

Title: Director of Special Programs/ADA/§504

Office Address: 1200 N. Shary Road
Mission, TX 78572

Phone Number: 956-580-5200

Days/Hours Available: Monday – Friday, 8:00 A.M. to 5:00 P.M.

Individuals who need auxiliary aids for effective communication in programs and/or services of the Sharyland Independent School District are invited to make their needs and preferences known to the district's ADA/§504 Compliance Coordinator.

SHARYLAND INDEPENDENT SCHOOL DISTRICT

ADA/§504 POLICY NOTICE

The Sharyland Independent 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.

The Americans with Disabilities Act (ADA), as amended, applies to employers who have over 50 employees regardless of receipt of federal financial assistance. Section 504 of the Rehabilitation Act of 1973, as amended, applies to employers who have over 15 employees and receive federal financial assistance. Under the ADA, as amended, and §504, as amended, the definition of an *“individual with a disability”* is a person who:

1. **Has a mental or physical impairment that substantially limits one or more major life activity** including but limited to: caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, working, and major bodily functions such as functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions;
2. **Has a record of such impairment;** or
3. **Is regarded as having such an impairment.**

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

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

The 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 hardship on the operation of the business or a fundamental alteration in the program.

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

Name:	Mrs. Cecilia Boyd Huerta
Title:	Director of Special Programs/ADA/§504
Office Address:	1200 N. Shary Road, Mission, TX 78572
Phone Number:	956-580-5200
Days/Hours Available:	Monday – Friday, 8:00 A.M to 5:00 P.M.