

01-0725-PO1

July 29, 2001 July 25, 2001

www.ABQTimes.com/NEWS/01-07-29/01-07-29-01-0725-PO1.html

01-0725-PO1

**B. Scope of Section 504**

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination on the basis of disability in any program or activity that receives Federal financial assistance from the United States.

- (b) who is of any age during which it is mandatory under state law to provide such services to persons with disabilities, or
- (c) to whom a state is required to provide a free appropriate public education under the Individuals with Disabilities Education Act ("IDEA").

5. A disabled person with respect to other services, activities or programs is a person with a disability who meets the essential eligibility requirements for receipt of such services or participation in these activities or programs.

6. Disabled individual with a disability do not include individuals who are engaged in the legal sex act of CS. The terms

6. Essential Functions means the fundamental job duties of the employment position the individual with a disability holds or desires. The term essential functions does not include the marginal functions of the positions.

7. Reasonable Accommodation means:

- (a) modifications or adjustments to a job application process that enables a qualified applicant with a disability to be considered for the position desired; or

of disability, in providing any aid, benefit, or service, directly or through contractual licensing, or other arrangements

(a) The board shall make reasonable accommodations to the known physical or mental limitations of an otherwise qualified person with a disability, except as otherwise

hardship on the operations of the Board's business

(b) The board shall conduct its medical examinations and fulfill regulatory requirements of Section 504.

an investigation conducted under this policy is strictly

policy or for participating or aiding in prohibited.

Other Laws

F. Relationship to Other Board Policies and to Other Laws

rights, and/or procedures granted under any existing laws, rules, regulations, orders, or procedures of any applicable federal, state, or local law, or any other law, that provide greater or equal protection for the rights of individuals with disabilities.

This policy does not invalidate or limit the remedies, rights, and/or procedures of any applicable federal, state, or local law, or any other law, that provide greater or equal protection for the rights of individuals with disabilities.

II. PROCEDURES

requests under this policy will be referred to the Office of

Student complaints and student accommodation requests

TECHNICAL ASSISTANCE

The ADA Administrator is responsible for responding to questions raised under this policy by interested persons affected by this policy. The ADA Administrator will conduct or facilitate the conduct of education and training on this policy to appropriate

IV. EDUCATION, TRAINING, TECHNICAL ASSISTANCE

The ADA Administrator or designee shall conduct or facilitate the conduct of education and training on this policy to appropriate personnel as deemed necessary.

Amends/Rescinds:

Cross References: 00-0823-PO5

Legal References: 29 USC 794

Approved:

*[Handwritten signature]*  
*[Handwritten signature]*  
*[Handwritten signature]*

Marilyn F. Johnson  
General Counsel