

## **RESPECT FOR PERSONS WITH DISABILITIES**

Catholic schools in the Diocese of Salt Lake City are to comply with the regulations on people with disabilities [Section #504 of the Rehabilitation Act of 1973 and Americans with Disabilities Act (ADA) of 1990/ADA Amendments Act of 2008] to the extent that they may apply to private educational programs.

1. "A person with a disability" is "any person, who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such an impairment." (Section 3 ADA Act 1990) The school is to make reasonable accommodation to the disabilities of applicants and employees unless the accommodation would cause the school undue hardship.
2. Schools may not, on the basis of disability, exclude a qualified person with a disability if the person can, with minor adjustments, be provided an appropriate education or function as an employee.
3. Schools may not charge more for the provision of an appropriate education to people with disabilities than to people without disabilities except to the extent that any additional charge is justified by a substantial increase in cost to the institution.
4. Each Catholic school principal is to designate a responsible school employee to coordinate efforts to comply with these stipulations regarding people with disabilities. This person will be referred to as the representative for people with disabilities.
5. The principal, and/or a designated representative for people with disabilities is to complete a self-evaluation of current policies, practices, and building facilities and make necessary changes should discrimination against people with disabilities be found.
6. The principal, pastor, and representative for people with disabilities are to provide for changes in facilities that are needed so that any staff or student with a disability can achieve program accessibility.
7. Employees and students are to be notified that there is no discrimination within the education institution on the basis of disability. This can be achieved through the posting of notices, announcements, and memoranda to faculty and staff.
8. A procedure that incorporates standards for equitable resolution of complaints is to be available from the Catholic Schools Office.