



Book	Policy Manual
Section	Student Policies
Title	Rights of Individuals with Disabilities
Code	JFL
Status	Active
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It is the policy of the Board of Trustees of IMSA that no otherwise qualified individual shall, by reason of the individual's disability, be excluded or otherwise denied opportunity for participation in, be denied the benefits of, or be subjected to discrimination under any program or activity sponsored by this Board. It is the further policy of this Board that students with disabilities who are enrolled in IMSA programs will be provided a free appropriate public education regardless of the nature or extent of the student's disability. As used in this policy and any implementing regulations, the term "disability" means an individual who has a physical or mental impairment that substantially limits one or more of the individual's major life activities and has a record of such impairment or who are regarded as having such an impairment.

Notice of the Board's policy of nondiscrimination on the basis of disability shall be included in the Board policy manual, posted throughout IMSA, and published in any IMSA statement regarding the availability of employment opportunities, educational services, or IMSA-sponsored programs.

### **Program Accessibility**

The educational programs of and the activities sponsored by IMSA, in conjunction with the instructional programs, shall be operated in such a manner that such programs and activities, when viewed in their entirety and to the maximum extent feasible, shall be readily accessible to and usable by individuals with disabilities, including individuals who use auxiliary aids and other types of assistive technology, including including, but not limited to medication, medical supplies, equipment, or appliances, low-vision devices (which do not include ordinary eyeglasses or contact lenses), prosthetics including limb devices, hearing aids and cochlear implants or other implantable hearing devices, and/or mobility devices. IMSA will attempt to provide barrier-free access to school facilities with the objective that no individual with a disability is to be denied an opportunity to participate in an IMSA program that is available to non-disabled persons. In some instances, this may require the individual with a disability to travel to or attend an accessible facility other than the facility closest to the person's residence.

### **Educational Services**

In providing educational and extracurricular services and activities to students with identified disabilities, IMSA will reasonably accommodate the student's individual educational needs. An IMSA student must be able to care for oneself and live and work independently, with reasonable accommodation, and live and work in an academic residential environment with reasonable accommodations. Educational accommodations will consist of regular or special education and related aids and services designated to meet the individual educational needs of students with disabilities as adequately and equitably as the needs of students without disabilities are met.



## **Enforcement**

The Academic Support Specialist is designated as the Coordinator for the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Individuals with Disabilities Education Act and Individuals with Disabilities Education Improvement Act.

The Board shall establish grievance procedures to address complaints under (1) the Americans With Disabilities Act and the employment and program accessibility provisions of the Section 504 regulations at 34 C.F.R. Subparts B and C, and (2) the Section 504 provisions set forth in 34 C.F.R. Subpart D with respect to identification, evaluation, and educational placement of students with disabilities. The Academic Support Specialist shall provide the complainant with a copy of the grievance procedures, which are appropriate to the nature of the complaint.

Complaints with respect to the provisions of either of these statutes or this policy shall be directed to the Academic Support Specialist for prompt investigation and equitable resolution. Any person wishing to submit complaints should submit a written statement to the Academic Support Specialist . The written statement should set forth the specific facts and/or perceived wrongful act (e.g., location, names, dates, times) to be investigated. If a person who is unable to write wishes to file a statement, assistance may be obtained by calling the Academic Support Specialist. All such written statements should be submitted within thirty (30) days after the incident or act which gives rise to the complaint.

The Academic Support Specialist shall immediately refer any complaint, which relates to the identification, evaluation, or educational placement of students who, because of disability, receive or may require special instruction or related services, to the Principal for processing. The Academic Support Specialist shall promptly investigate all other complaints under the ADA, Section 504, Individuals with Disabilities Education Act and/or Individuals with Disabilities Education Improvement Act.

The Academic Support Specialist shall make all reasonable efforts, including but not limited to convening a conference with the complainant to discuss the complaint and the results of the investigation, to resolve the matter informally. In the event that the matter cannot be resolved informally within ten (10) business days after receipt of the written complaint, the Academic Support Specialist will advise the complainant of his or her right to a hearing as set forth in the Americans With Disabilities Act, Section 504 of the Rehabilitation Act of 1973, Individuals with Disabilities Education Act and Individuals with Disabilities Education Improvement Act.

All complaints regarding IMSA's compliance with the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Individuals with Disabilities Education Act and/or Individuals with Disabilities Education Improvement Act shall be received and investigated without reprisal by the Board or, the Board's employees, or agents.

The filing of a complaint under the procedures described above shall not limit, extend, replace or delay the right of any person to file a similar complaint or charge with any appropriate local, State, or federal agency or court.

## **Evaluation and Compliance**

The Board directs the President to evaluate IMSA's programs and practices with respect to nondiscrimination, in accordance with existing law and this policy. The President shall report the results of this evaluation to the Board.

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