



HCPS Guidance on Americans with Disabilities Act (ADA) (Section 504 Protections)

Full HCPS ADA Procedure - *Complaint Procedures for Violations of the Americans With Disabilities Act; Section 504 of the Rehabilitation Act of 1973 and Their Implementing Regulations*
[https://www.hcps.org/boe/PoliciesProcedures/docs/Procedures/ADAProcedures%20\(5\).pdf](https://www.hcps.org/boe/PoliciesProcedures/docs/Procedures/ADAProcedures%20(5).pdf)

ADA/Section 504 Protections

Employment Discrimination-

Any person who believes a member of the school community has discriminated against him/her in violation of the ADA/Section 504 with respect to matters relating to employment may file a complaint with the Designated Person for ADA/Section 504 employment discrimination identified herein.

Programs; activities; services accessibility discrimination-

A. Any person who believes a member of the school community has discriminated against him/her on the basis of disability in violation of the ADA/Section 504 with respect to general access to HCPS programs, activities or services may file a complaint with the Designated Person for general access to services, programs and activities identified herein.

B. Any person who believes a member of the school community has discriminated against him/her on the basis of disability in violation of the ADA/Section 504 with respect to physical accessibility to HCPS programs, activities or services may file a complaint with the Designated Person for physical accessibility

Designated Persons-

HCPS has designated persons responsible to coordinate efforts to comply with the ADA/Section 504, their respective regulations as they relate to public schools:

- A. Employment Discrimination – Assistant Superintendent for Human Resources
- B. Requests for Employment Accommodation – Risk Management Supervisor
- C. Service, Program or Activity Discrimination (including physical accessibility and architectural barriers) – Director of Student Services
- D. Identification, Evaluation of or Educational Placement of Students Under Section 504 – Director of Student Services