

Sparta Area School District

Article 332 – Reasonable Workplace Accommodations

The Americans With Disabilities Act and The Wisconsin Fair Employment Act protect qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral and other aspects of employment on the basis of disability. Under the ADA, an individual with a disability is someone who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such an impairment.

No qualified individuals with a disability shall, because a district's facilities are inaccessible to or unusable by individuals with disabilities, be excluded from participation in, or be denied the benefits of the district's services, programs, or activities.

The Sparta Area School District will provide qualified employees with disabilities reasonable accommodations that do not pose an undue hardship on the district. A qualified individual with a disability is defined as someone with a disability who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural, communication or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by the district.

Reassignment to a vacant position that is equivalent in terms of pay, status, and other relevant factors is an option where other accommodations would impose an undue hardship. If there is no vacant equivalent position, the district must reassign the employee to a vacant lower level position for which the individual is qualified.

The district, when extending a conditional offer of employment, may ask candidates whether they will need a reasonable accommodation to meet the job requirements.

Any request for reasonable accommodations should be directed to the district administrator.

Legal Reference: Americans with Disabilities Act of 1990
Wisconsin Fair Employment Act

Cross Reference: Article 319 – Equal Employment Opportunity
Article 333 – Light Duty Work Assignment

Approved: October 18, 2005

Revised: