

ORGANIZATION, PHILOSOPHY, AND GOALS

Philosophy and Goals

Declaration of Nondiscrimination—Individuals With Disabilities

This regulation supersedes Regulation 1450.2

I. PURPOSE

To communicate to all program managers the basic provisions of Section 504 of the Rehabilitation Act of 1973, as amended, which is designed to eliminate discrimination on the basis of disability and to advise program managers that all provisions of the current version of Policy 1450 apply to persons with disabilities.

II. DEFINITION

Under Section 504, “disabled” means having a physical or mental impairment that substantially limits one or more major life activities, having a record of such an impairment, or being regarded as having such an impairment. In this instance, the phrase “physical or mental impairment” means: (a) any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems--neurological, musculoskeletal, special sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive, genitor-urinary, hemic and lymphatic, skin, and endocrine or (b) any mental or psychological disorder such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities. The current illegal use of drugs or alcohol is not an impairment protected under Section 504.

III. REQUIREMENTS

No student or employee in Fairfax County Public Schools shall, on the basis of a disabling condition be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity offered by the school division. Compliance with Section 504 is coordinated by the director, Office of Design and Construction Services, when it concerns access to facilities; by the director, Office of Equity and Compliance, when it concerns employment and personnel policies; and by the coordinator, Office of Monitoring and Compliance, when it concerns student programs and activities.

IV. PROGRAM ACCESSIBILITY

Program managers shall take appropriate action to ensure that all programs or activities when viewed in their entirety are accessible to individuals with disabilities. “Accessibility”

applies to the school system taken in its entirety and not necessarily to individual facilities or programs.

V. NOTICE OF DECLARATION OF NONDISCRIMINATION

A notice of declaration of nondiscrimination shall be published annually in designated publications.

See also the current version of Policy 1450, Nondiscrimination