

**POLICY # 1.32  
NON-DISCRIMINATION, SEXUAL HARASSMENT, DISABILITY  
ACCOMMODATION AND GRIEVANCE PROCEDURES**

It is the policy of the Board of Education of the Eufaula Public Schools, I-001, that no otherwise qualified person shall, solely by reason of his/her disability, race, religion, color, sex, national origin or ancestry, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity sponsored by this Board.

It is also the policy of the Board that sexual harassment by any individual under its jurisdiction is expressly prohibited. As used in this policy and any implementing procedures, "person with a disability" means a person who has, or had, or is regarded, or was regarded as having, a physical or mental impairment that substantially limits one or more of a person's major life activities.

Notice of this policy shall be posted throughout the District, disseminated to the general public, published in any District statement regarding the availability of employment positions, and in personnel handbooks.

Equal opportunity is assured to qualified individuals regardless of their race, religion, color, sex, disability, national origin or ancestry. This policy addresses all aspects of employment including recruitment, hiring, assignment of duties, promotion, compensation, training, and termination.

No employee or candidate for employment shall be discriminated against on the basis of a disabling condition that is not directly related to the essential function of the position he or she holds or for which he/she applied.

The School District will make reasonable accommodations to the known physical or mental limitations of a qualified person, unless it can be shown that the accommodations would impose an undue hardship on the operation of this School District.

For the purposes of this policy, the term "reasonable accommodations" shall mean making existing facilities used by employees accessible to and usable by individuals with disabilities; job restructuring; part-time or modified work schedules; reassignment to a vacant position; acquisition or modification of equipment; modifications of examinations and training; the provision of qualified readers or interpreters; and other similar and reasonable accommodations.

In determining whether an accommodation would impose an undue hardship, the District will consider:

- a. the nature and cost of the accommodations needed;
- b. the overall financial resources available to the District;
- c. the number and nature of employees at the facility in question.

Inquiries concerning application of this policy may be referred to the Civil Rights Compliance Office, Eufaula Public Schools, 215 North 6th Street, Eufaula, Oklahoma, 74432, or by phone: 918.689.2152.