

NORTH EAST INDEPENDENT SCHOOL DISTRICT NOTICE TO EMPLOYEES AND STUDENTS

Section 504 of the Rehabilitation Act of 1973

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination on the basis of a disability.

No otherwise qualified individual with a disability shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Definitions

There are three ways that a person may qualify under the regulations. A person is considered disabled under Section 504 if s/he meets one or more of the following definitions:

Individual with a Disability: “Any person who (i) has a physical or mental impairment which substantially limits one or more major life activities, (ii) has a record of such an impairment, or (iii) is regarded as having such an impairment.” 34 CFR §104.3(j) (1).

Major Life Activities: “Functions such as caring for one’s self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, working, eating, sleeping, standing, lifting, bending, reading, concentrating, thinking and communicating.” 34 CFR §104.3(j) (2) (ii). (Note - This is a sample of activities and not a comprehensive list).

Qualified §504 Student: A student whose mental or physical impairment substantially limits a major life activity is a “qualified” 504 student if he is between the ages of 3 and 21, inclusive. 34 CFR §104.3(k) (2); Education Code 21.031(b).

§504 Legal Obligations

Nondiscrimination: “No qualified person with a disability shall, on the basis of disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity which received or benefits from Federal financial assistance.” 34 CFR §104.4(a).

Questions regarding STUDENTS should be addressed to the district’s Section 504 Coordinator:

Janna Smith, Special Education and Section 504 Director
8961 Tesoro Dr., Suite 500
San Antonio, Texas 78217
Office: 210- 407-0269 Fax: 210-804-7213
Email: jsmith24@neisd.net

Questions regarding EMPLOYEES should be addressed to the district’s Section 504 Coordinator:

Rena Buley, ADA Coordinator
Human Resources Department
8961 Tesoro Dr., Suite 200
San Antonio, Texas 78217
Office: 210- 407-0135 Fax: 210-804-7031
Email: accommodations@neisd.net

In accordance with Title VI-Civil Rights Act of 1964 as amended, Title IX-Education Amendments of 1972, Section 504-Rehabilitation Act of 1973 as amended and Title II of the Americans with Disabilities Act of 1992, the North East Independent School District does not discriminate on the basis of race, religion, color, national origin, sex or disability providing education or providing access to benefits of education services, activities and programs including vocational programs.