

Americans with Disabilities Act

The Americans with Disabilities Act (ADA) prohibits discrimination against individuals with disabilities solely because of their disabilities. The Santa Rosa County School District ensures that individuals with disabilities who are employed by the District, as well as persons seeking employment with the District, are treated fairly and given opportunities equal to those provided to similar non-disabled persons. This policy protects the rights of individuals to privacy and confidentiality to the extent possible. The ADA prohibits discrimination against people with disabilities in every aspect of employment:

- Recruitment, advertising, and job application procedures;

- Hiring, upgrading, promotions, demotions, transfers, layoffs, termination, right of return from layoff, and rehiring;

- Rates of pay or any other form of compensation and changes in compensation;

- Job assignment, job classifications, organizational structures, position descriptions, line of progression, and seniority lists;

- Leaves of absence, sick leave, or any other leave;

- Fringe benefits;

- Selection and staff development, including professional meetings, conferences and other related activities, and selection for leave of absence to pursue training;

- Activities sponsored by Santa Rosa County School Board including social and recreational programs; and

- Any other item, condition, or privilege of employment.

The ADA requires that the District: 1) not exclude or isolate persons with disabilities; 2) be willing to modify the format of applications (such as putting them in large print, on audio tape, or in Braille) or to offer assistance in completing them; 3) hold interviewing in physically accessible locations; 4) provide accurate information about the abilities and skills to individuals with disabilities when conducting interviews; 5) provide reasonable accommodations so that a qualified individual with a disability can perform the essential functions of his or her job; and 6) engage in other actions that will enable people with disabilities to participate in employment with the Santa Rosa County School Board.

The ADA does not require that preferential treatment be given to individuals with disabilities or that qualifications be lessened. The ADA does require that reasonable modifications be made for qualified individuals with disabilities in certain circumstances. Santa Rosa County School District is committed to complying with the ADA requirements. If special equipment or personnel with special skills are needed, the Exceptional Student Education Department will be contacted to help locate the appropriate equipment or personnel.

For questions, concerns, or compliance with the Americans with Disabilities Act, contact the Santa Rosa County School Board, Human Resource Department, 6032 Highway 90, Milton, Florida 32570, (850) 983-5030.