

PUBLIC NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, Government Code Section 11135, and other applicable codes, the Santee School District (SSD) does not discriminate against qualified individuals on the basis of disability in admission to, access to, or operations of its programs, services, and activities.

The SSD provides programs, services, and activities that are readily accessible to and usable by individuals with disabilities including:

- Effective Communications - Upon request, the SSD provides appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the SSD's programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.
- Modification to Policies and Procedures – The SSD will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

Employment: The SSD does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA and the Fair Employment and Housing Act. Discrimination complaints from the SSD's employees and applicants for employment will be handled in accordance with established laws and procedures. The Santee School District ADA Coordinator, Tim Larson, can be reached at 9625 Cuyamaca Street, Santee, CA 92071, (619) 258-2308.

The ADA does not require SSD to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

The SSD will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modification of policy to create access.