Base document incorporates changes recommended by KSBA as part of the 2019 Annual policy update, approved by the policy committee, and on front of the Board for action (July $16\,1^{\rm st}$ reading; August $6,2^{\rm nd}$ reading)

ADDITIONAL CHANGES RECOMMENDED BY JCPS HUMAN RESOURCES

PERSONNEL

03.1234

- CERTIFIED PERSONNEL -

Extended Disability Leave

This policy shall be applied in a manner consistent with policy 03.113 and the Americans with Disabilities Act (ADA), when those provisions are applicable.

UNPAID LEAVE

Unpaid disability leave shall be granted by the Board, upon written request for the remainder of the school year. Thereafter, leave may be extended by the Board in increments of no more than one (1) year.

Unpaid disability leave may be granted by the Board, upon written request, for the remainder of the school year for an employee to care for the employee's spouse, child, or parent who has a disability, as defined by federal law. Thereafter, leave may be extended by the Board in increments of no more than one (1) year.

<u>Leaves granted under this policy shall be continuous and not intermittent, as defined by the Family and Medical Leave Act of 1993.</u>

FMLA

In compliance with the Family and Medical Leave Act of 1993, medical leave shall be granted in accordance with Board Policy 03.12322.

NOTIFICATION OF RETURN

Employees on disability leave shall notify the Superintendent/designee in writing of their intent to return to the school system on or before the date prescribed in Policy 03.123. Employees who fail to notify the Superintendent/designee of their return by the date prescribed in Policy 03.123 cannot be guaranteed employment for the following school year.

VERIFICATION

The Superintendent may require the employee to secure a licensed physician's verification of disability.

REQUEST FOR MEDICAL INFORMATION

Per KRS 161.770, the Board may only request medical information necessary to decide whether to grant a leave of absence; shall not request or retain unnecessary medical information; and shall not disclose any medical information received, except as permitted by state and federal law.

PLACEMENT UPON RETURN

Employees taking disability leave will be entitled on return to a comparable position for which they are qualified. Placement in the same position or the same school cannot be guaranteed.

INVOLUNTARY MEDICAL LEAVE

When, in the opinion of the Board, there is evidence that a teacher or the Superintendent is no longer able to perform satisfactorily the assigned duties, the Board may require the employee to

Extended Disability Leave

provide evidence of ability to perform the essential functions of the position in the form of an examination and report by a physician of the Board's choosing. The Board shall bear the cost of this examination.

The Board may suspend the employee temporarily pending the physician's examination and may grant an involuntary leave of absence and renewals thereof following the physician's examination.

The employee shall have the right to a hearing on such involuntary leave and its renewal or extension in accordance with the provisions for hearing and appeal in KRS 161.790.¹

RETIREMENT DISABILITY

Retirement disability shall be handled in accordance with KRS 161.662.²

REFERENCES:

¹KRS 161.790; OAG 65-560, KRS 161.770 ²KRS 161.662, OAG 80-151 OAG 84-43 Consolidated Omnibus Budget Reconciliation Act Family & Medical Leave Act of 1993 Americans with Disabilities Act

RELATED POLICIES:

03.111

03.113

03.123

03.12322

03.173

Base document incorporates changes recommended by KSBA as part of the 2019 Annual policy update, approved by the policy committee, and on front of the Board for action (July $16\,1^{\rm st}$ reading; August $6,2^{\rm nd}$ reading)

ADDITIONAL CHANGES RECOMMENDED BY JCPS HUMAN RESOURCES

PERSONNEL 03.2234

- CLASSIFIED PERSONNEL -

Extended Disability Leave

This policy shall be applied in a manner consistent with policy 03.212 and the Americans with Disabilities Act (ADA), when those provisions are applicable.

UNPAID LEAVE

Unpaid disability leave may be granted by the Board, upon written request, for the remainder of the contract year. Thereafter, leave may be extended by the Board in one (1) year periods.

Unpaid disability leave may be granted by the Board, upon written request, for the remainder of the school year for an employee to care for the employee's spouse, child, or parent who has a disability, as defined by federal law. Thereafter, leave may be extended by the Board in increments of no more than one (1) year.

Leaves granted under this policy shall be continuous and not intermittent, as defined by the Family and Medical Leave Act of 1993.

FMLA

In compliance with the Family and Medical Leave Act of 1993, leave shall be granted in accordance with Board Policy 03.22322.

VERIFICATION

The Superintendent may require the employee to secure a licensed physician's verification of disability.

NOTIFICATION OF RETURN

Employees on extended disability leave shall notify the Superintendent/designee in writing of their intent to return to the school system on or before the date prescribed in Policy 03.223. Failure to do so will render the position vacant.

PLACEMENT UPON RETURN

Employees taking disability leave will, on return, be entitled to a comparable position for which they are qualified. Placement in the same position or the same building cannot be guaranteed. Placement upon return shall be determined by the applicable collective bargaining agreement.

INVOLUNTARY DISABILITY LEAVE

When, on advice of the Superintendent, there is evidence that an employee is no longer able to perform satisfactorily the assigned duties, the Board may require the employee to provide evidence of ability to perform the essential functions of the position in the form of an examination and report by a physician of the Board's choosing. The Board shall bear the cost of this examination.

Extended Disability Leave

REFERENCES:

Consolidated Omnibus Budget Reconciliation Act Family & Medical Leave Act of 1993 Americans with Disabilities Act

RELATED POLICIES:

03.211

03.212

03.223

03.22322

Highlighted language is recommended by JCPS School Health Coordinator to align JCPS Policy with recommendation from KSBA for an administrative procedure related to self-administration of medication by students.

STUDENTS 09.2241

Student Medication

School personnel authorized to give medications must be trained in accordance with <u>KRS 158.838</u>, <u>KRS 156.502</u> and <u>702 KAR 001:160</u>.

School employees who have completed the appropriate annual (by school year) health services training in accordance with state law may store a student's medication and call the student to take the medication if the "Authorization to Give Prescription Medication" form and/or the "Authorization to Give Over the Counter Medication" form and/or the appropriate "School Health Plan" form has been completed.

All prescription medication, original or refill, should be sent to school in a pharmacy labeled container that includes the student's name, date dispensed, medication, dosage, strength, date of expiration, and directions for use including frequency, duration and route of administration, prescriber's name, and pharmacy name, address and phone number. Changes in the dosage and/or times of administration must be received in the form of a written order from the health care provider OR a new prescription bottle from the pharmacy indicating the change and an updated "Authorization to Give Prescription Medication" form from the parent.

The "Authorization to Give Over the Counter Medication" form must include the health care provider's instructions and signature for administering the medication and the medication must be in its original container.

When medically licensed District personnel are available and are acting within their scope of practice, the medically licensed personnel may administer any medication and/or treatment with the written authorization of the parent/guardian and healthcare provider.

Students may take medicine which is brought from home once a completed authorization form from the parent/guardian is on file.¹

SELF-ADMINISTRATION

Under procedures developed by the Superintendent, a student may be permitted to carry and self-administer medication limited to an EpiPen, asthma inhaler and/or diabetes medication and supplies that have been prescribed or ordered by a health care provider as documented by the appropriate "School Health Plan" form for the current school year. ^{2-&-3}

Students shall not carry any other prescription or over the counter medication. Students shall not share any prescription or over the counter medication with another student. Each year, the District shall notify students in writing of this prohibition and that violations shall result in appropriate disciplinary action, including but not limited to suspension or expulsion.

A student may be permitted to carry medication that has been prescribed or ordered by a health care practitioner due to a pressing medical need. For out of state field trips in which delegation of medication administration is not allowed, a student may self-administer medication with staff supervision. A completed parent/guardian self-administration authorization signed by parent/guardian and health care practitioner is required. Students may self-administer sunscreen with parent authorization only.

Provided the parent/guardian and health care practitioner files a completed authorization form each year as required by law, a student under treatment for asthma, diabetes, or at risk of having anaphylaxis shall be permitted to self-administer medication.²

In accordance with <u>KRS 158.836</u>, students with a documented life-threatening allergy or designated staff shall be permitted to carry an epinephrine auto-injector in all school environments. The auto-injector shall be provided by the student's parent/guardian, and a written individual health care plan shall be in place for the student.²

Students with serious allergies or other serious health conditions may be permitted to self-administer medication as provided in an individualized education program, Section 504 Plan or Health Plan.

Students shall not share any prescription or over-the counter medication with another student. Each year, the District shall notify students in writing of this prohibition and that violations shall result in appropriate disciplinary action, including but not limited to suspension or expulsion.

REFERENCES:

¹OAG 73-768

²KRS <u>158.834</u>; <u>KRS 158.838</u>

³KRS 158.836

KRS 156.502; KRS 158.832; 702 KAR 001:160

Americans with Disabilities Act; Section 504 of the Rehabilitation Act of 1973

OAG 77-530; OAG 83-115

RELATED POLICIES:

09.22; 09.224

Adopted/Amended: 6/12/2018

Order #: 2018-134

- 704 KAR 19:002 requires school districts to adopt policies and procedures for the
 operation of each alternative education program in the District. The Board has heretofore
 adopted Administrative Procedures for each school addressing the requirements set forth
 in the administrative regulation, but has not had a general Board Policy that covers all
 alternative education programs.
- The language in this Board Policy is KSBA sample language. Because Exceptional Child Education (ECE) is implicated in alternative school programs, the any changes to Board Policy must be approved by KDE under the Corrective Action Plan. Thus, this policy will undergo additional review by JCPS ECE staff and KDE, and may undergo additional changes prior to having it be brought before the Board.

SAMPLE LANGUAGE 10/26/18

STUDENTS 09.4341

Alternative Education

DEFINITION

Alternative Education Program means a program that exists to meet the needs of students that cannot be addressed in a traditional classroom setting but through the assignment of students to alternative classrooms, centers, or campuses that are designed to remediate academic performance, improve behavior, or provide an enhanced learning experience. Alternative education programs do not include career or technical centers or departments.¹

PURPOSE

The purpose of the Board's Alternative Education Program is to provide:

- Learning activities that support innovative pathways and are aligned to college and career outcomes for all students.
- A curriculum that is aligned with the Kentucky Academic Standards and the learning goals in each student's Individual Learning Plan (ILP).
- Successful student transition to the regular school assignment, when possible, or to post-secondary status.
- A meaningful alternative to suspension and/or expulsion of a student.

NOTE: Students do not have a right to assignment to alternative programs or services except as specifically provided by law.

As required by Kentucky Administrative Regulation:

- The District's Alternative Education Program shall include training to build capacity of staff and administrators to deliver high-quality services and programming.
- The Board shall review this policy and accompanying procedure(s) annually.²

ELIGIBILITY CRITERIA

Alternative educ	ation placeme	ents may be	utilized for	r students at
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Ч	All grade levels
	Middle and high school grade levels
	High school level

Alternative Education

ELIGIBILITY CRITERIA (CONTINUED)

Placement may be voluntary or involuntary, and the program may be offered either on-site or offsite.

An ILP shall exist for a student in grade six (6) and above as required by regulation prior to placement in a District Alternative Education Program. Criteria for involuntary assignment by District personnel in the Alternative Education Program may include one (1) or more of the following:

- The need for a different educational environment for the student that will reflect an instructional delivery style best provided in an alternative setting.
- The student has contributed to substantial and on-going disruption of the educational process.
- Documentation that there are specific academic and/or behavioral performance areas that require intensive assistance best provided in alternative setting.
- Confirmation that the student has significant and on-going truancy issues that are impeding academic growth.
- Documentation that the student needs intensive support in the areas of social and personal issues that are impeding academic performance and/or behavioral expectations.
- The student has been assigned for code of conduct or Board policy violations for which assignment to an alternative program is authorized under the code or policy.
- The student has been identified as being at risk of academic failure and/or dropping out of school.
- The student has previously dropped out of school, but has requested to return to school via enrollment in an alternative education setting.
- The student is assigned to an alternative school or program for other reasons as provided in the code of conduct, Board policy, or other program standards adopted by the Board.
- Other reasons related to safety concerns and educational needs of the student referenced in 704 KAR 19:002.

A student's parent/legal guardian or a student who is eighteen (18) years of age or older may request voluntary placement in the Alternative Education Program.

NOTIFICATION

The Principal or other designated administrator shall notify the parents by letter of their child's assignment to the Alternative Education Program. The letter shall include length and reason for assignment, expected behavior of the student, and notification that assignment may be extended or shortened depending upon the attitude and cooperation of the student.

The duration of the alternative assignment shall be as provided in applicable Board policy, code of conduct, or other alternative program standards adopted by the District or as decided by the team and approved by the Superintendent/designee.

Alternative Education

ILPA TEAM

The Superintendent/designee shall appoint members of a team to develop an Individual Learning Plan Addendum (ILPA) for students in grades six through twelve (6-12) assigned to an alternative school or program. The team may consist of the lead administrator/designee of the student's current school/program, the lead administrator/designee of the alternative school/program, counselors, teachers and other staff as appropriate.

The Superintendent/designee shall chair the team and invite the parents, and as appropriate, the student to participate.

After consideration of input of the team, the counselor or the designated administrator shall prepare or revise the ILPA to address, as appropriate, academic and behavioral needs, criteria for re-entry into the traditional program and review of student progress.

EXCEPTIONS:

- Such decisions for individual students with disabilities under the IDEA shall be made when
 required through the Admissions and Release Committee process and changes in service
 delivery required under the IDEA shall be made to the student's IEP.
- Such decisions for students identified under Section 504 shall be made through the team process as required under federal law and corresponding District policies and procedures.

EXTRACURRICULAR PARTICIPATION

Students assigned to alternative schools or programs shall be eligible to access extracurricular activities including, but not limited to sports activities, as allowed under applicable Board policy, code of conduct, SBDM policy, KHSAA rules or other alternative program standards adopted by the District.

CONTINUING SUPPORT

Opportunities shall be provided for students to continue regular school work as appropriate under the supervision of Alternative Education Program staff. Students participating in an alternative program shall continue to be able to access tutoring, intervention, counseling, and other resources and services already available in the District as determined through the development of the ILPA.

TRANSITION

Students may transition to a regular classroom setting in accordance with any criteria for re-entry established by the ILPA Team and in accordance with the following process:

- 1. The lead Alternative Education Program administrator/designee shall invite the student (age 18 or older) or the parent/legal guardian to meet to discuss the proposed transition. If the parent/legal guardian or adult student do not attend, written notification shall be provided to explain the proposed re-entry.
 - For IDEA or Section 504 students, the IEP or Section 504 team shall determine placement of students as required by law.
- 2. Strategies shall be documented to promote successful transition to include specific staff responsibilities and how follow-up monitoring will occur.

Alternative Education

TRANSITION (CONTINUED)

3. Should the transition not be successful for the student, reassignment to the Alternative Education Program may be considered, and the ILPA Team may be reconvened accordingly.

COLLABORATION WITH OUTSIDE AGENCIES

The coordinator or lead administrator of the Alternative Education Program shall establish a process to collaborate with outside agencies involved with involuntary placements, including courts or other social service agencies to address student transitions between programs. Release of protected information about students involved in the program shall be in compliance with the Family Educational Rights and Privacy Act (FERPA).

NOTE: THIS POLICY DOES NOT APPLY TO A TEMPORARY/SHORT-TERM INTERVENTION.

REFERENCES:

¹KRS 160.380 ²704 KAR 19:002 707 KAR 1:320 Student Discipline Guidelines, Kentucky Department of Education OAG 77-419

RELATED POLICIES:

08.131, 08.141 09.123, 09.14, 09.426 STUDENTS 09.33

Fund-Raising Activities

APPROVAL REQUIRED

All schoolwide fund-raising activities must be approved by the Board. The Principal shall submit the fundraiser approval form (Form F-SA-2a) to the appropriate area assistant Superintendent.

All other fund-raising activities, including the proposed use of the funds, shall be approved by the Principal or a designee.

External support/booster organizations shall obtain prior Board approval to establish and lend support, seek assistance, and/or raise funds in the name of the District or school or students or a District or school program.

All funds raised for a specific purpose shall be used for that purpose.

SUBSCRIPTION SALE OF PRINTED MATERIAL

The Superintendent shall provide written approval to the county clerk for all subscription sales of printed materials. This approval shall identify the product(s) being sold, the students involved as solicitors and the duration of sales.²

GAMING ACTIVITIES LICENSE

No school or student class/organization may obtain a charitable gaming license and/or sponsor charitable gaming activities. School-related booster/support organizations planning to conduct charitable gaming activities, as defined by law and <u>Accounting Procedures for Kentucky School Activity Funds</u>, shall obtain and display the appropriate license.³

STUDENT NOT COMPELLED

No student shall be compelled to participate in, solicit, or meet any kind of quota in a fund-raising activity. Students choosing not to participate in a fund-raiser shall not be excluded from benefitting from the fund-raiser or otherwise penalized in any way.³

CONDUCT OF ACTIVITIES

All fund-raising activities conducted by school-sponsored groups and Board approved external support/booster organizations shall benefit the entire group. School-sponsored groups and Board approved external support/booster organizations shall not permit credit to be earned through fund-raising for an individual student in lieu of participation fees or related activity costs.

This policy does not prohibit the employment or use of students for the selling of athletic or other school sponsored activity tickets, as well as other items at school events. Students are permitted to take home flyers, announcements, and information concerning fund-raising activities by Board approved external support/booster organizations.

Fund-Raising Activities

CHARITABLE CONTRIBUTIONS

<u>The Board has approved participation for employees and students in the following community campaigns:</u>

- Metro United Way
- Fund for the Arts
- Crusade for Children
- United Negro College Fund

Each school may select one (1) other organization or campaign which has been prescreened by the District's Office of Resource Development fundraising committee to which contributions may be solicited on a local school basis. Additional solicitations for charitable contributions may be approved by the Superintendent/designee.

REFERENCES:

¹KRS 158.290

²KRS 367.515 (3)

³KRS 238.505; KRS 238.535; KRS 238.540; Accounting Procedures for Kentucky School

Activity Funds

KRS 156.160; KRS 158.854

OAG 78-508; OAG 79-330; OAG 79-556

RELATED POLICY:

04.312

Adopted/Amended: 5/12/2014

Order #:

2014-071

Base document incorporates changes recommended by KSBA as part of the 2019 Annual policy update, approved by the policy committee, and on front of the Board for action (July 16 1st reading; August 6, 2nd reading).

KRS 211.755 states in part "a mother may breast-feed her baby or express breast milk in any location, public or private, where the mother is otherwise authorized to be. Breast-feeding a child or expressing breast milk as part of breast-feeding shall not be considered an act of public indecency and shall not be considered indecent exposure, sexual conduct, lewd touching, or obscenity.... No person shall interfere with a mother breast-feeding her child in any location, public or private, where the mother is otherwise authorized to be."

This amendment aligns Board Policy with state law.

COMMUNITY RELATIONS

10.5

Visitors to the Schools

The Board encourages parents, professional educators, and others who have legitimate educational interests pertaining to the District's public school program to visit the schools. To ensure that school personnel are aware of visitors' presence, visits to classrooms shall be scheduled in advance unless authorized by the Principal/designee and all visitors must report immediately to the Principal's office upon entering the school and identify themselves, as well as declare their purposes for visiting.

REGISTRANTS

No registrant, as defined in KRS 17.500, nor any person residing outside of Kentucky who would be required to register under KRS 17.510 if the person resided in Kentucky, shall be on the clearly defined grounds of a District school, except with the advance written permission of the Principal or the Board that has been given after full disclosure of the person's status under KRS 17.510 as a registrant or sex offender from another state and all registrant information as required in KRS 17.500.

A registrant is defined as:

- 1. Any person eighteen (18) years of age or older at the time of the offense or any youthful offender, as defined in KRS 600.020, who has committed:
 - a. A sex crime; or
 - b. A criminal offense against a victim who is a minor; or
- 2. Any person required to register under KRS 17.510; or
- 3. Any sexually violent predator; or
- 4. Any person whose sexual offense has been diverted pursuant to KRS 533.250, until the diversionary period is successfully completed.

A registrant who is the parent/legal guardian, or the person designated by the parent/legal guardian to have access to a student, must request and receive prior permission from the Principal to come onto school grounds. The Principal shall determine whether the requesting registrant is permitted to come onto school grounds for the following reasons:

- 1. To pick up or drop off their child each day.
- 2. To pick up the child who is injured or ill.
- 3. To confer with school staff concerning academic, disciplinary or placement issues involving the student, including matters required by federal or state law.
- 4. To attend a school activity, including athletic practices and competition, in which the student is a participant.

<u>Visitors to the Schools</u>

REGISTRANTS (CONTINUED)

5. To vote when the school has been designated as a polling place.

Depending on the facts of the particular request, the Principal's response options may include, but are not be limited to the following:

- Requiring the registrant to provide additional information needed;
- · Specifying check-in and check-out requirements;
- Requiring the registrant to be directly supervised by an individual designated by the Principal while on school grounds;
- Restricting the registrant to a designated location on school grounds;
- Limiting the time the registrant will be permitted to be on school grounds; and
- Denying the request to come onto school grounds.

The Principal shall notify the Superintendent/designee of each request from a registrant and the response made to the registrant. If questions arise about a request, the Principal shall consult with the Superintendent concerning requests from registrants, and the Superintendent may seek further advice from the Board Attorney.

For all other reasons and for all individuals making a request other than parent/legal guardian/designee, the Principal shall consult with the Superintendent as the executive agent of the Board before making a final determination.

CONDUCT/PROHIBITION ON RECORDING

All visitors to the schools must conduct themselves so as not to interfere with the daily operation of the school program.

Due to privacy concerns, and except for emergency situations, personally owned recording devices are not to be used to create video or audio recordings or to take pictures except with prior permission from the Principal/designee and the affected individual(s).

An exception may be made for events considered to be in the public arena (e.g. sporting events, academic competitions, or performances to which the general public is admitted) where the activity does not materially disrupt the event, prevent others from observing the event, or otherwise violate legal rights. School social events for students, activities sponsored by student clubs, and activities during the school day that are not open to the public are not considered to be in the public arena.

Such devices include, but are not limited to, personal cell phones and tablets.

ACCOMMODATION

Visitors with disabilities shall be accommodated as required by law. Individuals requesting accommodation shall contact the District ADA/504 Coordinator for assistance and guidance. Accommodations may include, but are not limited to, the following considerations:

Effective communication

- Use of power driven mobility devices
- Event ticket sales accommodation
- Use of service animals
- Companion seating at events

The District shall notify the public of any requirements and/or deadline for requesting such accommodation.

<u>Visitors to the Schools</u>

BREASTFEDING PERMITTED

In conformity with the requirements of KRS 211.755, a mother may breast-feed her baby or express breast milk in any school or District location where the mother is otherwise authorized to be. Breast-feeding a child or expressing breast milk as part of breast-feeding shall not be considered an act of public indecency and shall not be considered indecent exposure, sexual conduct, lewd touching, or obscenity. No person shall interfere with a mother breast-feeding her child in any school or District location where the mother is otherwise authorized to be. ¹

USE OF TOBACCO, ALTERNATIVE NICOTINE, OR VAPOR PRODUCTS PROHIBITED

The use of any tobacco product, alternative nicotine product, or vapor product, as defined in KRS 438.305, is prohibited for all persons and at all times on or in all property, including any vehicle, that is owned, operated, leased, or contracted for use by the Board and while attending or participating in any school-related student trip or student activity and in the presence of a student or students.²¹

Adequate notice shall be provided to students, parents and guardians, school employees, and the general public.

Signage shall be posted on or in all property, including any vehicle that is owned, operated, leased, or contracted for use by the Board, clearly stating that the use of all such products is prohibited at all times and by all persons on or in the property.

School employees shall enforce the policy. Persons in violation of this policy, in addition to fines which may be imposed by law²³, are subject to verbal warnings to refrain from use of the subject product. Refusal to refrain from such use or repeated instances of prohibited use after prior warnings may subject the individual to a ban from school property as permitted by law and corresponding civil and criminal penalties.⁴³

WEBSITE ACCESSIBILITY

The District is committed to ensuring accessibility of its website for students, parents, and members of the community with disabilities. All pages on the District's website will conform to the W3C WAI's Web Content Accessibility Guidelines (WCAG) 2.0, Level AA conformance, or updated equivalents.

Under District developed administrative procedures, students, parents, and members of the public may present a complaint regarding a violation of the Americans with Disabilities Act (ADA), Section 504 related to the accessibility of any official District web presence which is developed by, maintained by, or offered through the District or third party vendors and open sources.

REFERENCES:

¹ KRS 211.755

KRS 17.545; KRS 17.500; KRS 17.510

KRS 160.380; KRS 211.394, KRS 211.395; KRS 438.305

KRS 600.020; KRS 620.146

OAG 91-137

P. L. 114-95, (Every Student Succeeds Act of 2015)

29 U.S.C. 794, Rehabilitation Act of 1973, (Section 504)

¹²New Section of KRS 438

²³KRS 438.050

³⁴KRS 511.070; KRS 511.080; OAG 90-11

42 U.S.C. 2000, Civil Rights Act of 1964, Titles VI and VII 42 U.S.C. 12101 et seq., Americans with Disabilities Act

RELATED POLICIES:

01.1 03.113; 03.1327; 03.162; 03.212; 03.2327; 03.262; 05.3; 05.31; 06.221 09.1231; 09.227; 09.3211; 09.4232; 09.426; 09.42811 10.2