



American Disabilities Act Policy

Policy Number: 4003

I. Purpose

The Summit Academy Board of Trustees has established general guidelines and standards for recognizing the American Disabilities Act. Thus, provides comprehensive civil rights protections to individuals with disabilities in the areas of employment, state and local government services, public accommodations, transportation, and telecommunications.

II. Definitions

- A. “Disability” means, with respect to an individual
 - a. a physical or mental impairment that substantially limits one or more major life activities of such individual.
 - b. a record of such an impairment; or
 - c. being regarded as having such an impairment
- B. Major Life Activities meaning major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.
- C. Major bodily functions meaning a major life activity also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

III. Policy

Summit Academy is committed to providing equal employment opportunities to all individuals without regard to race, national origin, religion, sex, age, disability, marital status, sexual orientation, or any other characteristic protected by law. Utah Code Sec 34A-5-106

Summit Academy will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in undue hardship. An employee with a disability for which reasonable accommodation is needed should contact the administration to discuss possible accommodations.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of the administration. Employees can raise legitimate concerns and make good faith reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including discharge.



IV. References

A. Utah Code Sec.34A-5-106

V. Attachments

N/A

VI. Revision History and Approval Dates

Version 1: January 2018: Original Date of Approval

Version 2: 17FEB2022: Updated for formatting and addition of definitions and Utah Code