

Non Discrimination Policy/Procedure

The purpose of this policy is to state that Arrowhead Head Start will provide equal opportunity in employment and program service to staff, families, and children. In accordance with and compliance of the above mentioned references, Arrowhead Head Start will not discriminate on the basis of race, color, national origin, sex, age, or disability.

Section 504 of the Rehabilitation Act requires that federal fund recipients make their programs and activities accessible to all individuals with disabilities. Section 504 and ADA defines a person with a disability as anyone who:

1. has a mental or physical impairment which substantially limits one or more major life activities (major life activities include activities such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing,
2. learning, and working);
3. has a record of such impairment; or
4. is regarded as having such an impairment.
5. people who are associated with someone with a disability.

Policy/Procedure:

1. When taking an application for Head Start enrollment, staff will state the following to the parent/guardian completing the application:

"The question regarding disability is asked so that we may assure that our Head Start program meets the requirements of Head Start regulations. At least 10% of our enrollment opportunities are made available to children with disabilities. Your response is voluntary and the information provided about your child is confidential."

2. Job descriptions, training opportunities will reflect ADA guidelines and requirements.
3. Facility Accessibility will be reviewed by the Head Start Director.

Reference to Americans with Disabilities Act(1990), Section 504 of the Rehabilitation Act of 1973, and 45 CFR Part 84, Nondiscrimination on the Basis of Disability in Programs and Activities Receiving or Benefiting from Federal Financial Assistance (1977).

This policy complies with Head Start Performance Standard 45CFR Section 1305.53, 1305.52, 1305.5

Approved by Policy Council on February 16, 1999
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