

Effective Communication

In compliance with federal and state law, all ESD 112-sponsored programs, activities, meetings, and services will be accessible to individuals with disabilities, including persons with hearing, vision, and/or speech disabilities. When communicating with students, families, applicants, participants and members of the public, ESD 112 will take appropriate steps to ensure effective communications with persons who have disabilities. Such steps will include furnishing appropriate auxiliary aids and services when necessary to afford an individual with a disability an equal opportunity to participate in, and enjoy the benefits of, programs, activities, meetings, or services conducted or sponsored by ESD 112. The information contained within ESD 112's website, digital content, and online services will be accessible to all individuals with disabilities in accordance with the standards of the World Wide Web Consortium's Web Content Accessibility Guidelines (WCAG) 2.0 Level AA and the Web Accessibility Initiative Accessible Rich Internet Applications Suite (WAI-ARIA) 1.0 for web-based content, except when doing so would impose a fundamental alteration or undue burden. In the event of such a burden, ESD 112 will identify a method for providing equally effective alternate access.

When an IDEA-eligible or a Section 504-eligible student's disability impacts his/her hearing, vision or speech, the school will apply both a FAPE (free and appropriate public education) analysis and the effective communication requirements of the Americans with Disabilities Act of 1990 (Title II) in determining how to meet the student's communication needs and how to formulate the student's individual education program (IEP).

For families, applicants, participants and members of the public, ESD 112's website will provide information on how to request auxiliary aids and services, ask related questions, or raise concerns. When necessary and upon request, such information will also be provided in an accessible format for the requestor at no cost. A form for requesting auxiliary aids and services will be available on the ESD 112 website, at the ESD 112 office and attached as an appendix to the implementing procedure for this policy. When determining an appropriate auxiliary aid or service, ESD 112 will give primary consideration to the auxiliary aid or service specifically requested by the person with a disability.

For purposes of this policy, "auxiliary aids and services" include a wide range of services, devices, technologies, and methods for providing effective communication, and may include:

1. Effective methods of making aurally-delivered information available to individuals who are deaf or hard of hearing.
2. Effective methods of making visually-delivered information available to individuals with visual impairments.
3. Effective methods of enabling a person with a speech disability to communicate with the school or District personnel
4. Acquisition or modification of equipment or devices; and
5. Other similar services and actions.

Auxiliary aids and services will be provided for any ESD 112-initiated program, activity, meeting, or service, which may include:

- Parent/teacher conferences
- ESE/IEP/504 meetings
- Conferences or hearings involving student corrective action
- Planning meetings
- Interviews for ESD 112 employment
- Staff Meetings
- Interactive meetings regarding accommodations
- Board Meetings
- Website information

The Superintendent is granted the authority to develop procedures in order to implement this policy.

Legal Reference:

Chapter 28A.642 RCW Discrimination prohibition
Chapter 49.60 RCW Discrimination — Human rights commission
WAC 392-400-215 Student rights
42 U.S.C. 12131-12134 Americans with Disabilities Act of 1990 (ADA) (Title II)
28 C.F.R. part 35 - Nondiscrimination on the basis of disability in state and local government services
29 U.S.C. 794 Section 504, Rehabilitation Act of 1973
34 C.F.R. part 104 Section 504 of the Rehabilitation Act of 1973
20 U.S.C. 1400-1419 Individuals with Disabilities Education Act (IDEA), Part B
34 C.F.R part 300 - Assistance to states for the education of children with disabilities

Adoption Date: **9-24-18**