

504 Plans





What is a 504 Plan?

Accommodations can consist of extra time to complete work, breaks for the individual, a modified workload, or help with medical management. These are meant to help the individual live as “normally” as possible.

A 504 plan stems from civil rights laws and is used to eliminate discrimination based on disability in the school and workplace. These rights are protected under the IDEA (Individuals with Disabilities Education Act)

504 plans allow the individual to have the same experience as those who are not disabled by removing barriers and modifying activities. Rather than providing special education to the individual, the environment is changed to better fit the student or employee.



Section 504

EVALUATION

Once a formal request is made for a 504 plan, the school may use a child study team to determine the needs of the child and what resources are appropriate

MEDICAL HISTORY

It is important to have documentation from a physician or specialist talking about the condition of the individual inquiring about the 504

RENEWING A 504

After three years have elapsed since the original evaluation and accommodations have been made, the individual will need to be re-evaluated

Pillars of IDEA

01

**Free Appropriate
Public Education
(FAPE)**

02

**Appropriate
Evaluation**

03

**Least Restrictive
Environment**

04

**Parent & Student
Participation**

05

**Procedural safeguards for
parents & students (Aware of
all changes and decisions)**

ADA Protections

Under the Americans with Disabilities Act, it is not permitted to discriminate against an individual based on disability alone. Any institution receiving federal funding is required to abide by these rules or be subject to penalty.

Although reasonable efforts are made to assist with limitations, individuals are still required to perform the essential functions of their job or education

Education

“The Section 504 regulations require a school district to provide a "free appropriate public education" (FAPE) to each qualified student with a disability who is in the school district's jurisdiction, regardless of the nature or severity of the disability. Under Section 504, FAPE consists of the provision of regular or special education and related aids and services designed to meet the student's individual educational needs as adequately as the needs of nondisabled students are met”.

Employer

No otherwise qualified individual with a disability in the United States, as defined in section 705 (20) of this title, shall, solely by reason of his or her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance or under any program or activity conducted by any Executive agency or by the United States Postal Service