

# Nondiscrimination Policy

Ruffing does not discriminate against any individual on the basis of disability, including against applicants or members of their families, students or members of their families. Applicants and students with disabilities and members of their families have an equal opportunity to participate in or benefit from the goods, services, facilities, privileges, advantages, and accommodations provided by Ruffing. Ruffing may not deny admission to or dis-enroll a child on the basis of the child's disability, or because Ruffing regards the child as having a disability. Ruffing will make reasonable modifications to its policies, practices and procedures when the modifications are necessary to afford goods, services, facilities, privileges, advantages, or accommodations to individuals with disabilities. Requests for reasonable modifications may be directed to Ruffing's Principal, Administrator, Director of Montessori Curriculum and Instruction or any of Ruffing's directresses or teaching assistants, either formally (as in writing) or informally (as in orally) and will be timely referred (within three business days of the receipt of the request) to the appropriate members of Ruffing's administration. Ruffing will not make decisions about admission, continued enrollment or re-enrollment, or about needs for reasonable modifications, based on assumptions, myths or stereotypes about people with disabilities. Before making any negative decision regarding enrollment or continued enrollment at Ruffing, regarding a child with a disability or perceived to have a disability, where the disability is a potential ground for the decision, Ruffing administrators will engage in an interactive process that includes consultation with or consideration of information provided by the following individuals: the child's parents or guardians, current teacher(s), anticipated teacher(s), and any persons providing support, therapy or other services to the child, to determine whether reasonable modifications to Ruffing's policies, practices and procedures could allow the child to attend Ruffing. If Ruffing consults with third parties regarding reasonable modifications and those third parties disagree with the child's service providers, Ruffing will offer the child's family the opportunity at Ruffing's reasonable expense to have a mutually agreed upon third expert determine whether reasonable modifications to Ruffing's policies, practices and procedures could allow the child to attend Ruffing. If Ruffing denies admission, continued enrollment or re-enrollment to a child with a disability, Ruffing shall set forth in writing its reasons for the denial, including the names and titles of all persons consulted, any modifications proposed or considered, and the reasons, if any, why Ruffing decided reasonable modifications were not available or would not allow the child to attend Ruffing.