

**Surrogate Parents.** If the district cannot identify or locate a student's parent after reasonable effort, or if the student is a ward of the state, then the school district must assign a person to act as a surrogate for the parents. A surrogate parent may represent the student in all matters related to: identification, assessment, and educational placement or the provision of special education and related services. (WAC 392-171-581, 34 CFR 300.514)

The school district shall assure that the rights of the nonadult student are protected when: no parent can be identified, located or the student is a ward of the state. The school district is responsible for the assignment of a person to act as a surrogate for the parents.

The district shall:

- A. Determine whether a nonadult student needs a surrogate parent;
- B. Determine potential for conflict of interest;
- C. Assign a surrogate parent with knowledge and skills to appropriately represent the student; and
- D. Periodically review the performance of a surrogate parent in representing the needs of students with disabilities.

Criteria to be used in the selection and assignment of a surrogate parent will be in accordance with WAC 392-171-581. (34 CFR 300.237)

**Nondiscrimination.** The district shall not discriminate in employment against any qualified person with a disability on the basis of the disability. The district shall take positive steps to employ and promote such persons. Reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or staff member shall be made unless it is clear that an accommodation would impose an undue hardship on the operation of the district program.

Such accommodations may include making facilities readily accessible and usable, job restructuring, modified work schedules, provision of specialized equipment and other similar actions. In the case of any project involving school construction, such shall be consistent with overall state plans for the construction of school facilities with due consideration given to excellence of architecture and design and compliance with standards prescribed by the Secretary of Education in order to ensure that facilities constructed with the use of federal funds are accessible to and usable by disabled individuals.