

**POLICY TITLE: Reasonable Workplace Accommodation  
to Qualified Individuals with Disabilities**

**POLICY NO: 401**

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This district is committed to complying with all applicable provisions of the Americans with Disabilities Act (“ADA”) and Section 504 of the Rehabilitation Act of 1973 (“Section 504”). Accordingly, this district will not discriminate against any qualified employee or applicant for employment with regard to any terms or conditions of employment because of such individual’s disability or perceived disability so long as the employee or applicant can perform the essential functions of the job. Consistent with this policy of non-discrimination, this district will provide reasonable accommodations to a qualified individual with a disability, as defined by the ADA, who has made the district aware of his or her disability, provided that such accommodation does not constitute an undue hardship on the district. Employees with a disability who believe they need a reasonable accommodation to perform the essential functions of their job should contact the district’s 504/ADA Coordinator as specified in Policy 292.



**LEGAL REFERENCE:**

Americans with Disabilities Act,

42 USC 12101

28 CFR §35.107(a)

28 CFR §35.107(b)

28 CFR §35.130(a)

Section 504 if the Rehabilitation Act

29 USC 794

**ADOPTED:** March 15, 2016