

TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 3.1

INDIVIDUALS WITH DISABILITIES NON-DISCRIMINATION POLICY

The American with Disabilities Act (ADA) and the Americans with Disabilities Amendments Act, known as the ADAAA are federal laws that require employers with 15 or more employees to not discriminate against applicants and individuals with disabilities and, when needed, to provide reasonable accommodations to applicants and employees who are qualified for a job, with or without reasonable accommodations, so that they may perform the essential job duties of the position.

It is the policy of the Trumbull County Board of Developmental Disabilities to comply with all federal and state laws concerning the employment of persons with disabilities and act in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). Furthermore, it is the Board's policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment.

When an individual with a disability is requesting accommodation and can be reasonably accommodated without creating an undue hardship or causing a direct threat to workplace safety, he or she will be given the same consideration for employment as any other applicant. Applicants who pose a direct threat to the health, safety and well-being of themselves or others in the workplace when the threat cannot be eliminated by reasonable accommodation will not be hired.

The Board will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation and/or if the accommodation creates an undue hardship to the Board.

All employees are required to comply with the company safety standards. Current employees who pose a direct threat to the health and /or safety of themselves or other individuals in the workplace will be placed on appropriate leave until a decision has been made in regard to the employees' immediate employment situation.

Individuals who are currently using illegal drugs are excluded from coverage under the Board's ADA policy.

The Human Resource department is responsible for implementing this policy, including resolution of reasonable accommodation, safety/direct threat and undue hardship issues.

The Superintendent is authorized to establish guidelines and procedures to regulate the implementation of this policy.

Adopted: 3/25/2013