

## REASONABLE ACCOMMODATION(S) FOR EMPLOYEES/APPLICANTS

The District is fully committed to ensuring equal employment opportunity for qualified applicants and/or employees. When an employee or applicant has disclosed a disability as defined by the Americans with Disabilities Act (ADA) and/or the Fair Employment and Housing (FEHA) or there is evidence that an employee may need an accommodation due to a disability, it is the policy of the District to explore possibilities of reasonable accommodations.

The primary function of a reasonable accommodation is to engage in a good faith interactive process, enhance workplace productivity, and provide equal employment opportunities to applicants, candidates, disabled employees and employees who are in need. The goal of this policy is to create a more inclusive environment where all employees can readily and efficiently ask for and receive reasonable accommodation(s) necessary to reach their full potential at work.

The District values all of our employees' contributions including those who are experiencing disabilities. The District provides employment-related reasonable accommodations to:

- qualified individuals with disabilities, both applicants and employees, to enable them to perform essential job functions;
- employees with conditions related to pregnancy, childbirth, or a related medical condition, if they so request, and with the medical documentation from their health care provider;
- employee-victims of domestic violence, sexual assault, or stalking to promote the safety of the employee-victim while at work; and
- employees who request reasonable accommodation to address a conflict between religious belief or observance and any employment requirement.

### *References:*

*Americans with Disabilities Act of 1990 (Pub. L. 101-336) (ADA)*

*California Fair Employment and Housing Act (FEHA) Government Code 12900-12996*