



**Broward
Community
College**

Policy

Title: ADA Accommodation in Employment	Number: 6Hx2-3.36
Legal Authority: <u>ADA 1990; Federal Vocational Rehabilitation Act, 1973</u>	Page: 1 of 1

The College considers its faculty and staff as its most valued resource. As stated in the College’s Policy 6Hx2-2.15, *Equal Opportunity*, the College emphasizes the importance of the values of respect, equality and dignity within the workplace. As such, individuals with disabilities are an integral part of the College community. Therefore the following policy is established pursuant to the Americans with Disabilities Act of 1990 (ADA) and the Federal Vocational Rehabilitation Act of 1973.

The ADA and the Federal Vocational Rehabilitation Act of 1973 prohibit discrimination against individuals with disabilities. Additionally, reasonable accommodation for individuals with a disability in the employment process or in public accommodation is required by the law. Furthermore, it is the policy of the College to provide individuals with disabilities with equal access to all facilities and services of the College, including employment services.

A qualified employee or applicant with a disability is an individual who, with or without reasonable accommodation, can perform the essential functions of the job in question. The College will make every effort to provide reasonable accommodation to qualified individuals with a disability as long as it does not impose an "undue hardship" to the College. Reasonable accommodation may be provided after an interactive process with the employee or prospective employee who may include submission by the employee or prospective employee of medical documentation of a disability. This process will occur in the Equity and Inclusion Unit within the Human Resources Department.

Employees or applicants, who require reasonable accommodation or believe they have been discriminated against due to a disability, should contact the Vice President for Human Resources and Equity.

History: Issued on October 11, 2007
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Approved by the Board of Trustees	Date 10/11/07	President’s Signature 	Date 10/11/07
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