

PERSONNEL

Employment of Persons With Disabilities

In order to fulfill its commitment of nondiscrimination to those with disabilities, the following conditions shall prevail:

1. No qualified disabled person shall, solely by reason of a disability, be subjected to discrimination; and the district shall not limit, segregate or classify any applicants for employment or any staff member in any way that adversely affects his/her opportunities or status because of a disability. This prohibition applies to all aspects of employment from recruitment to promotions and includes fringe benefits and other elements of compensation.
2. The district shall make reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant with a disability or staff member, unless it is clear that an accommodation would impose an undue hardship on the operation of the district program.
3. The district shall not make use of any employment test or criteria that screens out persons with disabilities unless:
 - a. the test or criteria is clearly and specifically job-related, and
 - b. alternative tests or criteria are available that do not screen out persons with disabilities.
4. While the district may not make pre-employment inquiry as to whether an applicant has a disability or as to the nature and severity of any such disability, it may inquire into an applicant's ability to perform job-related functions.
5. Any staff member who believes that there has been a violation of this policy or the law prohibiting discrimination because of a disability may initiate a grievance through the procedures for staff complaints. (See district policy No. 4312, Complaints Concerning Staff or Programs.)

Legal References: 29 U.S.C. 706
CFR 45, Part 84

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