

NORTHEAST COMMUNITY COLLEGE POLICY MANUAL

SECTION 7– HUMAN RESOURCES SUBSECTION 70 – GENERAL

POLICY NUMBER: BP – 7050

DISABILITIES AND ACCOMMODATIONS CONCERNING EMPLOYMENT

1. POLICY REASON/PURPOSE/INTENT

To establish a policy concerning Americans with Disabilities and Accommodations for employees.

2. DEFINITIONS

N/A

3. POLICY

3.1 The College affirms and is committed to providing equal employment opportunity for qualified individuals with disabilities. Therefore, the College will provide reasonable accommodation for a qualified individual's disability, where the accommodation is necessary for the employee to perform the essential functions of his or her job.

3.2 The Board of Governors requires strict compliance with the Americans with Disabilities Act and its amendments and related regulations (ADA). Definitions used in the ADA will apply to this policy and any regulations adopted under the ADA will apply.

4. APPLICABILITY

N/A

EFFECTIVE DATE: 1/12/2017

ORIGINAL ADOPTION DATE: 12/11/2014

REVISION DATE (AND BOARD OF GOVERNORS' MINUTES ITEM NUMBER): 12/11/2014
(item #11554); 1/12/2017 (item#11979)

PRIOR POLICY/PROCEDURE NUMBER: none

SCHEDULE FOR REVIEW: 2022

DIVISIONS/DEPARTMENT RESPONSIBLE FOR REVIEW & UPDATE: Human Resources

SPONSORING DIVISION/DEPARTMENT: Human Resources

RESCINDED DATE: none

LEGAL REFERENCE: none

CROSS REFERENCE: none

PROCEDURE(S) FOR POLICY: AP-7050.0

RELATED POLICIES/REFERENCES: none

POLICY KEY WORDS: ADA, accommodations, disability