

Policy IV.4000.A, Americans with Disabilities Act

Purpose

The purpose of this policy is to inform employees about how to request an accommodation under the Americans with Disabilities Act (ADA).

Policy

The Americans with Disabilities Act (ADA) and the Americans with Disabilities Amendments Act (ADAAA) are federal laws that protect applicants and employees with disabilities from discrimination. The laws require that employers, when needed, 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, unless doing so causes harm to the individual or others in the workplace or if the accommodation causes undue hardship to the College.

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

The Authority, Applicability, Sanctions, Exclusions, and Interpretation do not differ from Policy II.2000.A, Policy and Procedures Development, Review, Revision, and Rescission.

Procedures

Procedure IV.4000.A.a, Americans with Disabilities Act

Date of Board Approval	This policy became effective as of June 4, 2020, under the Chancellor's authority granted by the Board under Policy II.2000.A, Policy and Procedure Development, Review, Revision, and Rescission. Permanent affirmation of the change followed the standard policy review process of two readings at regularly scheduled meetings of the Board with approval on August 3, 2020. January 31, 2022 (Policy number change only)
Effective Date	June 4, 2020
Primary Owner	Vice Chancellor, Human Resources, Organizational and Talent Effectiveness
Secondary Owner	Vice President, Human Resources