

POLICY NAME ADA/ADAAA COMPLIANCE

POLICY NUMBER 2.1.3

CATEGORIES

DATE PROPOSED: 8/10/18

DATE OF VOTE: 8/10/18

ACCEPT (Y/N): Y

It is the policy of the Municipal Ice Complex (MIC) to comply with the Americans with Disabilities Act (ADA) and the Americans with Disabilities Act Amendments Act (ADAAA). The facility will not discriminate against qualified individuals with disabilities, including pregnancy, in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment (see also Policy #2.1.1 - Anti-Discrimination).

When an individual with a disability requests accommodation and can be reasonably accommodated without creating an undue hardship or causing a direct threat to workplace safety, he or she will be given the same consideration for employment as any other applicant. Applicants who pose a direct threat to the health, safety and well-being of themselves or others in the workplace when the threat cannot be eliminated by reasonable accommodation will not be hired.

The MIC will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation or if the accommodation creates an undue hardship to the MIC. Contact the Senior Facility Manager (SFM) with any questions or requests for accommodation.

All employees are required to comply with the MIC's safety standards. Current employees who pose a direct threat to the health or safety to themselves or other individuals in the workplace will be placed on leave until an organizational decision has been made in regard to the employee's immediate employment situation.

Individuals who are currently using illegal drugs are excluded from coverage under the MIC's ADA policy.

The SFM is responsible for implementing this policy, including the resolution of reasonable accommodation, safety/direct threat and undue hardship issues.