

SECTION: PROGRAMS

TITLE: REASONABLE
ACCOMMODATIONS

ADOPTED: October 22, 1992

REVISED: March 26, 1998

SOUDERTON AREA SCHOOL DISTRICT

104.1 REASONABLE ACCOMMODATIONS	
1.Purpose	<p>It is the policy of the Souderton Area School District to provide reasonable accommodations for qualified disabled individuals who are employees or applicants for employment. The district will adhere to all applicable federal, state and local laws, regulations and guidelines with respect to providing reasonable accommodations as required to afford equal employment opportunity to qualified disabled individuals. Reasonable accommodations, when necessary, shall be provided in a timely and cost effective manner.</p>
2.Definitions	<p>Disabled Individual Any person who has, or who has acquired a physical or mental impairment, has a record of such impairment, or who is regarded as having an impairment which limits one (1) or more major life activities, such as self-care, performing manual tasks, seeing, hearing, speaking, breathing and working on a temporary or permanent basis.</p> <p>Physical or Mental Impairment Any physiological disorder, disfigurement or anatomical loss or limitation or any mental or psychological disorder acquired as a result of illness, accident or birth.</p> <p>Qualified Disabled Individual A disabled individual whose experience, education and/or training enable the person with reasonable accommodation to perform the essential functions of the job.</p> <p>Reasonable Accommodation The effort made to make adjustments for the impairment of an employee or applicant by structuring the job or work environment in a manner that will enable the disabled individual to perform the essential functions of the job.</p> <p>Reasonable accommodation includes, but is not limited to, modifying written examinations, making facilities accessible, adjusting work schedules, restructuring jobs, providing assistive devices or equipment, providing readers or interpreters, and modifying work sites.</p>
3.Responsibility	<p>The Superintendent shall develop procedures to implement this policy.</p>

104.1 REASONABLE ACCOMMODATIONS - Pg. 2

	<p>It is the responsibility of the applicant or employee to notify the Director of Human Resources of the type of accommodation that is necessary for the individual to perform the essential function of the job.</p> <p>For information or a copy of the complaint procedures, contact the Director of Human Resources at 723-6061.</p>
--	---