# 500.400 REASONABLE ACCOMMODATION POLICY

The college has developed policies and procedures for providing reasonable accommodation for disabled employees and candidates for employment. The authority for these procedures is found in:

[Americans with Disabilities Act of 1990](https://www.ada.gov/pubs/ada.htm)

[Rehabilitation Act of 1973](https://www.eeoc.gov/laws/statutes/rehab.cfm)

[Chapter 49.60 RCW](https://apps.leg.wa.gov/RCW/default.aspx?Cite=49.60)

[Chapter 357-26 WAC](https://apps.leg.wa.gov/WAC/default.aspx?cite=357-26)

[Governor's Executive Order 96-04](https://www.digitalarchives.wa.gov/GovernorGregoire/execorders/eoarchive/eo96-04.htm)

Persons with disabilities have the right to request and receive reasonable accommodation in all aspects of employment with the college, including but not limited to: application; recruitment; selection/hiring; promotion; testing; medical examination; layoff/recall; assignments; termination; evaluation; compensation; disciplinary actions; leave; training; the terms, conditions and benefits of employment, including insurance benefits and employer supported activities, unless such accommodation represents an undue hardship to the college.

**Reasonable accommodation** means modification or adjustment to a job, work environment, policies, practices or procedures that enables a qualified individual with a disability to enjoy equal employment opportunity. "Person with a disability" means a person with a physical or mental impairment that substantially limits one or more major life activities. Further written materials on this program are available from human resources.

This policy, together with the implementing procedures, is intended to provide guidance to the WVC District and the individual in instances where reasonable accommodation may be indicated.

This policy should not be construed as providing rights or obligations not provided under applicable law.

The human resource director or designee is responsible for implementing this policy and the respective procedures.

Supersedes 2.P.47

Moved from old manual and approved by the board of trustees: 9/12/01

Updated reference to WAC and approved by the board of trustees: 9/19/07

Last reviewed: 9/4/19

Policy contact: Human Resources

Related policies and procedures

1500.400 [Reasonable Accommodation Procedure](https://www.wvc.edu/humanresources/policies-procedures/500-human-resources/500.400-reasonable-accommodation.html)