

21.0 - AMERICANS WITH DISABILITIES ACT ("ADA")

21.1 - Title I of the ADA and State and local laws prohibit employment discrimination against qualified individuals with a disability, as recognized by applicable law, with regard to any term or condition of employment. A qualified individual is one who meets the skills, experience, education and other job-related requirements of a position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of the job.

21.2 - Consistent with this policy, the City will provide reasonable accommodation to a qualified applicant or employee with a covered disability who makes the City aware of such disability and of the need for accommodation. Reasonable accommodations generally include accommodations that will allow an individual to perform the essential functions of the job without presenting an undue hardship to the City. An employee with a disability who believes reasonable accommodation is needed to perform the essential functions of the job must contact the supervisor, Department Head, or the Human Resources Director.

21.3 - Any employee who believes that discrimination on the basis of a disability has occurred or believes that an accommodation has been denied may file a complaint pursuant to the reporting procedure set forth in Rule 27.3. The City prohibits and will not tolerate retaliation against an employee for asserting any rights under the ADA.