

REASONABLE ACCOMMODATION (DISABILITIES)

The Contra Costa Community College District (District) prohibits all discrimination against applicants and employees based upon disability and retaliation for engaging in protected activity, and such conduct will not be tolerated.

Applicants and employees are entitled to request reasonable accommodation of known mental and physical impairments and if they are a qualified individual under the Americans with Disabilities Act (ADA), the California Fair Employment and Housing Act (FEHA), and/or other disability accommodation laws, they may receive reasonable accommodations that do not create an undue hardship in order to have equal opportunity to be considered for a job, perform essential job functions, and/or to enjoy equal benefits and privileges of employment.

The District is committed to providing reasonable accommodations to its employees and applicants for employment with known, protected disabilities in order to ensure that qualified individuals with disabilities enjoy full access to equal employment opportunity at the District.

The District shall not deny an employment benefit because of the prospective need to make reasonable accommodation to an applicant or employee with a disability.

It is the District's policy is to fully comply with the reasonable accommodation requirements of the Fair Employment and Housing Act (FEHA), the Americans with Disabilities Act (ADA), the Rehabilitation Act of 1973, the Uniform Services Employment and Reemployment Act (USERRA), the federal Genetic Information Non Discrimination Act (GINA), the California Genetic Information Non-Discrimination Act (CalGINA), the California Pregnancy Disability Leave Act (PDLA), and the California Education Code.