

## **EQUAL OPPORTUNITY EMPLOYMENT/AMERICANS WITH DISABILITIES ACT**

Sweetwater County School District Number One is an equal opportunity employer. Discrimination on the basis of race, color, sex, national origin, religion, disability, age with respect to terms and conditions of employment, including but not limited to recruitment, selection, hiring, promotion, demotion, layoff, recall, transfer and dismissal, is prohibited, except where specific requirements constitute bona fide occupational qualifications necessary to proper and effective job performance pursuant to both federal and state law.

The Americans with Disabilities Act (ADA) is a federal civil rights law that specifically protects individuals with physical and mental disabilities.

Sweetwater County School District Number One acknowledges that individuals that may be protected under the ADA, if the following conditions exist:

- ∞ They currently have a physical or mental condition that substantially limits their ability to normally conduct a major life function, such as walking, seeing, hearing, breathing, etc.;
- ∞ They have a history of such impairment; and/or;
- ∞ They are perceived to have such impairment.

The ADA prohibits discrimination on the basis of an individual's relationship as a parent, sibling, child, spouse or domestic partner to someone with a disability.

Sweetwater County School District Number One offers equal employment opportunities for qualified individuals who may have a physical or mental disability but are still able to perform the essential functions of the position.

Essential functions are the fundamental, non-marginal duties of the position being held or sought by the disabled individual. A job function is deemed essential if the position exists for the performance of that function, there are only a limited number of employees available to perform that function, or the function is so specialized that an expert must be specifically hired to perform it.

Reasonable accommodation is available to employees and applicants, as long as the accommodation does not cause undue hardship on the District. Individuals protected by the ADA should discuss their need for possible accommodations with their supervisor or the Human Resources Director.

The Superintendent shall have overall responsibility for implementation of this policy and has the authority to develop and maintain effective personnel procedures.

Current practice codified 1977  
Adopted: date of manual adoption  
Revised: 06/07 11/2/07

LEGAL REFS: Title VII of the Civil Rights Act of 1964