

AMERICANS WITH DISABILITIES ACT

Cutler-Orosi Joint Unified School District complies with the Americans with Disabilities Act of 1990 (ADA) that makes it unlawful to discriminate in employment against a qualified individual with a disability. The ADA also outlaws discrimination against individuals with disabilities in State and local government services, public accommodations, transportation and telecommunications. The ADA protects individuals with disabilities who can perform the essential functions of a job with or without reasonable accommodation. The ADA requires employers to make reasonable accommodations for the known physical or mental limitations of qualified applicants or employees with disabilities.

The ADA protects “qualified individuals with a disability who can perform the essential functions of a job with or without reasonable accommodation.” There are many decisions to be made on a case-by-case basis to determine such things as:

- a. Is this a qualified individual?
- b. Is this a disability?
- c. What are the essential functions of the position?
- d. What is reasonable accommodation?

Such decisions must be made by a combination of managers including the Personnel Department, immediate supervisor, the Union (if applicable), and the individual.

The Personnel Department will serve as the organizational point for ADA cases using the following procedures:

1. If an administrator is handling a situation that appears to require a decision dictated by the ADA, the administrator should notify the Personnel Department in writing and include:
 - A. Name and title of individual
 - B. Description of the apparent problem
 - C. Current status of the individual
2. Meetings with the individual, the Supervisor and/or union representatives will be established.
3. A plan for accommodation will be established as appropriate.