

SECTION 20 AMERICANS WITH DISABILITIES ACT (ADA)

The American's with Disabilities Act (ADA) prohibits employers (with 15 or more employees) from discriminating against qualified individuals based upon a disability. Qualified individuals are those with appropriate educational training and job experience, who are able to perform the essential functions of the job, with or without reasonable accommodation. The ADA defines a "disability" as a physical or mental impairment (or the person is regarded as having such) that substantially limits one or more major life activities.

20-01 POLICY PROVISIONS

- 20-01 (1) The City of Logan complies with the Americans with Disabilities Act (ADA) and all subsequent amendments to the act.
- 20-01 (2) A "Reasonable Accommodation" is a modification to a job which will allow an individual with a disability to perform the essential functions of the position.
- a. A reasonable accommodation does not include lower production and quality standards.
 - b. In addition, the employer need not provide an accommodation that would impose an "undue hardship" on the business.
 - c. A reasonable accommodation may include, but is not limited to the following:
 1. Making facilities used by employees readily accessible and usable by persons with disabilities.
 2. Job restructuring.
 3. Modifying work schedules.
 4. Reassignment to a vacant position.
 5. Acquiring or modifying equipment or devices.
 6. Adjusting or modifying examinations, training materials, or policies.

7. Providing qualified sign language interpreters.